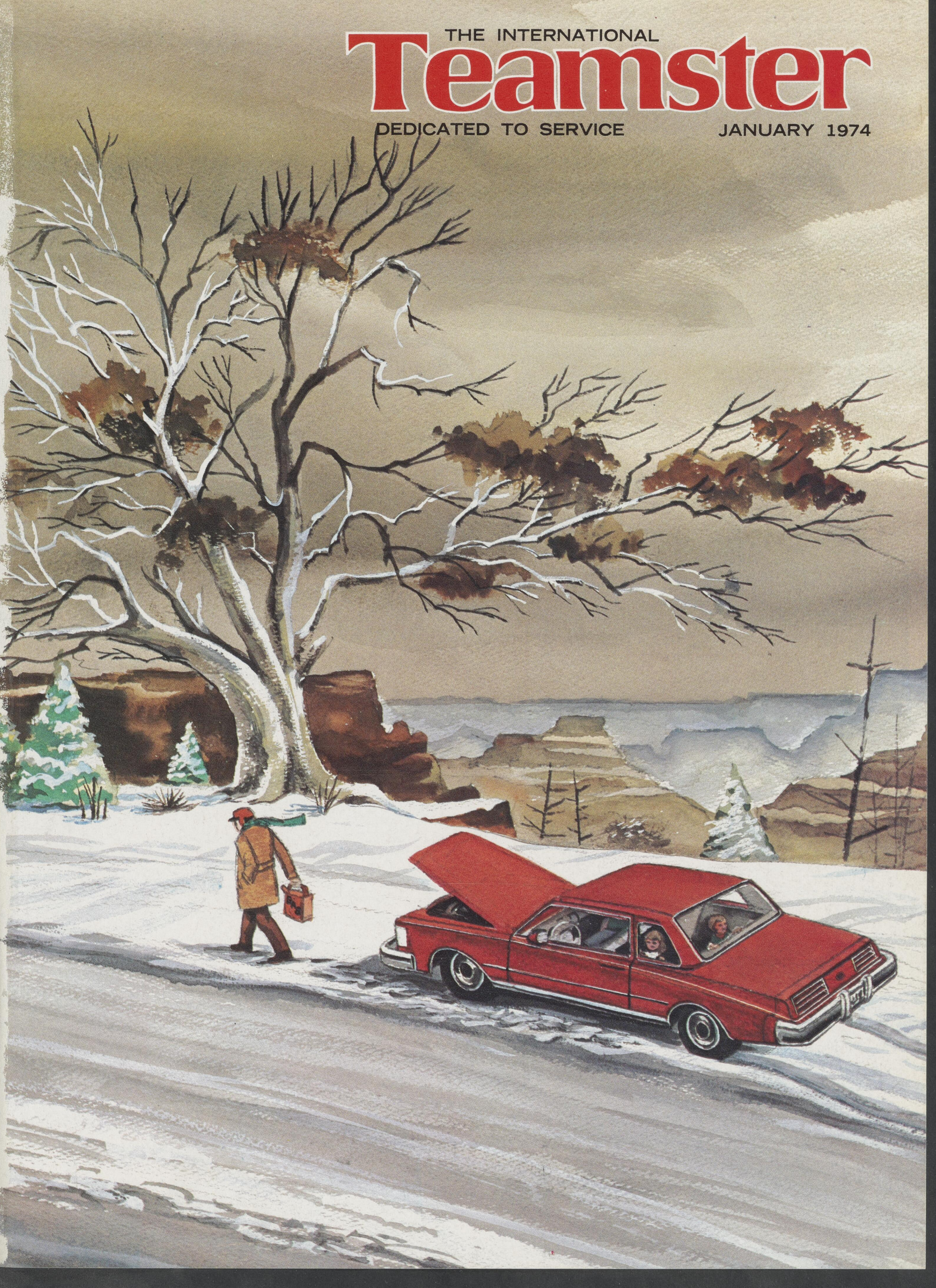
THE INTERNATIONAL

# Teamster

DEDICATED TO SERVICE

JANUARY 1974



Dear Reader:

With just the flick of the pen you can have your wages frozen and prices allowed to rise. On the other hand, you can change this picture. Yes! you do have an alternative.

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# LABOR NEWS IN THE HEADLINES

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| WASHINGTON, D.C. | The federal government has inaugurated its third major safety campaign for its 2.6 million employees. "Safety '76" will continue for a 3-year period. Previous campaigns helped reduce by 16 per cent the rate of workplace injuries among federal workers since 1965. Altogether, an estimated 46,000 injuries were averted at a saving of $40 million. |
| NEW YORK CITY | The Institute of Collective Bargaining and Group Relations, Inc., plans a 10-session weekly seminar in mediation and negotiation for professionals in labor relations. The seminar will be conducted by Theodore W. Kheel, noted mediator and arbitrator, who is the administrative director of the institute. |
| WASHINGTON, D.C. | Youth employment was more favorable the past summer than in any year since 1969. Jobs for youngsters reached a record 14 million in July—an increase of 800,000 over the same month in 1972. |
| SAN ANTONIO, TEX. | The Labor Department filed suit in a federal district court charging the Associated Milk Producers, Inc., with violating the Fair Labor Standards Act's overtime pay provisions "repeatedly" since Dec. 1, 1971, at two plants in Texas and one in Nebraska. |
| GREENVILLE, S.C. | Two officials of the union-fighting J. P. Stevens & Co., textile barony recently were convicted on charges of wire-tapping the motel room of a union organizer. The company tried to assert that the bugging was staged by the union to place the blame on the company. |
| WASHINGTON, D.C. | A federal judge recently ordered the U.S. Department of Labor to begin enforcing minimum wage and overtime laws for mental patients in public institutions. The court order, in effect, was a death knell to the common practice of "patient peonage" throughout the country. |
| TOKYO, JAPAN | Japan's parliament enacted a law which provides that workers are now considered to be "on duty" for insurance protection on their way to and from their employment in the same manner as if they were killed or injured in accidents on the job. |
| UNDATED | "Daily Labor Report" published by the Bureau of National Affairs reported that Trans World Airlines made $500,000 profit while its flight attendants were on strike last November. TWA received nearly $50 million from other airlines under their "mutual aid pact" during the strike period. |
| NEW YORK CITY | New York's city council is seeking help from state legislators and the Brooklyn congressional delegation to try and dissuade Pepsico, Inc., which recently gained control of the Rheingold Brewery, against closing the famous beer plant. Officials of Teamster Locals 3 and 46 also are concerned about the impact of Pepsico's plans on the union membership. Pepsico is a conglomerate. |
| WASHINGTON, D.C. | President Nixon named William J. Usery a special assistant for labor relations. Earlier it had been thought that Usery was going to resign as head of the Federal Mediation and Conciliation Service to take a job in organized labor. |

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

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Chicago, Illinois 60607

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Studied in First
Of Two Articles**

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# FROM THE FIELD

### BOSTON WAREHOUSEMAN PREVENTS CATASTROPHE

Both Teamster Local 25 and Delivery Corp., were high in commendation of William Rotondo, a member of Local 25, for his quick action in preventing a catastrophe at one of Delivery's plants.

Rotondo, a warehouseman, saved the day by leaping into a pit and shutting off the motor and propane gas tank valve on a tipped forklift truck, preventing a possible explosion and fire.

The truck had been accidentally backed into a hole by another worker during a moving operation at the plant as quarters were being shifted to newer surroundings. The forklift driver suffered a shoulder injury in the accident.

Gas leaking from the tank and split hose on the forklift, had it exploded, undoubtedly would have caused loss of life and heavy damage to the company.

### COMMUNICATIONS HEAD HONORED BY LOCAL

Joseph P. Selly, president of the Teamsters Communication Trade Division, was honored with a recent banquet sponsored by Teamster Local 111 of New York City. He was presented a plaque in appreciation of years of service to the members of the local union. Dan Kane, president of Local 111, announced that the union was establishing a scholarship fund in Selly's name.

### TEAMSTER'S DAUGHTER IN TALENT PAGEANT

Kaylene Kremin, daughter of Ed Kremin who has been a member of Teamster Local 983 in Pocatello, Idaho, for the past 23 years, was selected to represent the State of Idaho in the 1973 International Little Miss Talent Pageant in late December. The junior high school girl competed with winners from all 50 states, all Canadian provinces and Mexico.

### TESTIMONIAL HONORS RETIRED MAINE OFFICER

Albert H. Page, a long-time officer of Teamster Local 340 in Portland, Maine, who retired in 1971, was honored recently with a testimonial dinner given by his friends and colleagues. Page served as vice president of the local union for seven years and then moved into the secretary-treasurership for the following 23 years before taking retirement.

### LONG-TIME TEAMSTER TAKEN BY DEATH

Elmer J. Fehlhaber, president of Teamster Local 726 in Chicago, Ill., died recently to end a membership of more than 55 years in the union.

Fehlhaber first joined Teamster Local 739 in 1917 and was its president when it merged with Local 726 in 1954. In the years following merger of the two affiliates, Fehlhaber had served continuously in office.

### BUSINESS AGENT NAMED TO CITY COMMISSION

Gilbert A. Garcia, a business representative for Teamster Local 679 of San Jose, Calif., was named to the San Jose (Calif.) Senior Citizens' Commission by the San Jose City Council. The commission serves as a liaison group between senior citizens and the council in matters related to health, housing, recreation, transportation, etc.

### CIVIL DEFENSE AWARDS GO TO DETROIT MEMBER

Arthur Becker, a life member of Teamster Local 299 in Detroit, Mich., and director of civil defense for the city of Southfield, Mich., recently received seven national awards in a nationwide civil defense contest.

### RETIREMENT BANQUET FOR ILLINOIS LEADER

Friends and associates of Lester F. Baum, recently retired secretary-treasurer of Teamster Local 971 in Belleville, Ill., honored him with a testimonial dinner.

Baum retired after 38 years' service as an officer, and has led Local 971 since it was chartered by the International Union in 1939. Baum also has served as a trustee of Teamster Joint Council 65, a trustee of the Illinois Conference of Teamsters, and chairman of the petroleum committee of the latter conference.

### DENVER OFFICER TAKES RETIREMENT

Edward F. Hogan, secretary-treasurer of Teamster Local 905 in Denver, Colo., since the local union was chartered in 1949, was scheduled to retire at the end of January to complete 37 years of Teamster membership with 32 of the years serving as a full-time officer and representative.

### RETIRED CALIFORNIAN TAKEN BY DEATH

Frank Farro, a Teamster official for more than 30 years who retired in 1972 as a secretary-treasurer of Local 853 in Oakland, Calif., died recently following a stroke. He was 71 years old.

### SEATTLE TEAMSTER TAKING RETIREMENT

Richard Klinge is retiring as secretary-treasurer of Teamster Local 309 in Seattle, Wash., after serving 33 years as an official of the union.

Klinge became the chief executive officer of Local 309 in 1952. The union is now being merged with Teamster Local 882.

### LOCAL 24 BROTHERS ASSIST AMPUTEE

Don Young, a member of Teamster Local 24 in Akron, Ohio, recently had to have a leg amputated. His friends and colleagues in the union got together, conducted a raffle, and raised $1,627 to help Young purchase an artificial leg. "Please tell my friends, thank you," said Young to Frank Laury, steward at Roadway Express where the amputee was employed as a driver.

# OBSERVATIONS of the GENERAL PRESIDENT

THUS FAR, about the only thing one can say for federal policy in the energy crisis is that it calls on consumers to lower thermostats, drive slower, purchase less gasoline in long lines at service stations, pay higher prices for gas and fuel oil, while encouraging oil companies to reap even higher profits.

It is a makeshift policy resulting from the failure of the Congress to pass a meaningful energy bill.

As it stands today, regulations promulgated thus far apply only to consumers of energy and producers are left to their own devices to squeeze the last drop of profit out of a shortage assumed to exist on information supplied by the oil companies themselves.

The working people of the nation are asked to tolerate loss of jobs, catastrophic sacrifices, discomfort and inconvenience, along with spiraling inflation and fuel price gouging.

The only limitation on oil multinationals is space on the profit side of their company ledgers. The only contribution of the oil companies is to fulfill every prediction that fuel prices will increase.

I know of no legal requirement that oil companies pump crude from existing wells. They are left to pump the precious stuff only when the price suits their fancy, and they alone determine that.

While the average American citizen is called upon to exercise patriotism by lowering his thermostat and car pooling to work if he still has a job, oil companies are patriotic only to the dollar sign.

Among the most patriotic of the oil majors, based on profit reports between June and September, 1973, are Exxon (profits up 80 per cent), Mobil (profits up 64.1 per cent), Gulf (profits up 91 per cent), City Service (profits up 61 per cent), and Getty (profits up 71 per cent).

Yet, when the Teamsters announce intentions to open contracts to protect the earning power of its members, the union is editorialized as less than patriotic. Newspapers and electronic commentators herald Teamster moves to protect the membership as inflationary, asking not only Teamsters but all working men and women to tighten their belts while the profit bellies of oil companies shamefully swell.

I believe the U.S. Congress should pass legislation to insure the nation energy at reasonable prices while new sources of power are being developed.

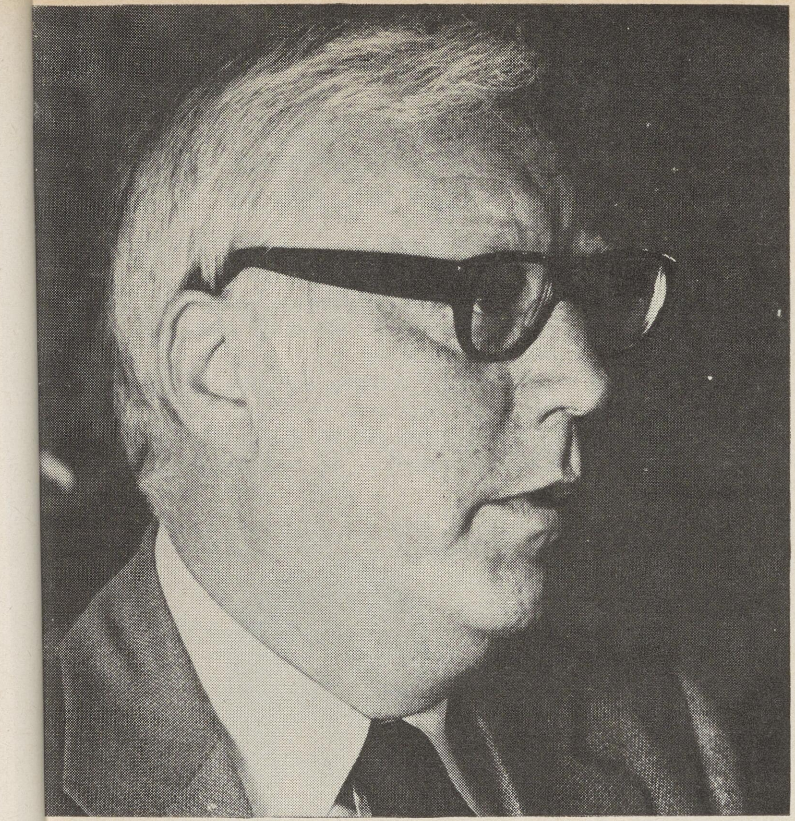
First of all, the Congress should pass a full-disclosure act requiring that all records of oil companies dealing with available resources, inventories, refinery capacity and prices be submitted for public inspection. This legislation should apply to the foreign holdings of oil companies as well as their domestic operations.

Secondly, Congress should immediately pass price control legislation on all energy sold to the American public. Such legislation should insure that energy companies receive *only* a reasonable return on their investments. It should provide for elimination of oil depletion allowances should oil companies refuse to turn over their records or violate price ceilings.

All Americans should demand of the Congress that it knock off the hypocrisy. We need an end to charges that oil companies bought the Administration with political contributions, while at the same time a freshman senator from Oklahoma and a handful of his crude cronies can lead a filibuster against legislation taxing away excess profits of oil companies exploiting the energy shortage.

This nation is not so much hung up on Watergate as it is on Oilgate.

Frank E Fitzsimmons



M. E. 'Andy' Anderson

# M. E. Anderson Named to Head Western Conference

M. E. 'ANDY' ANDERSON has been named by Teamster General President Frank E. Fitzsimmons to head the Western Conference of Teamsters upon the retirement of Vice President Einar O. Mohn.

Mohn has announced that he will retire from the Conference directorship in July.

Selection of Anderson to head the 485,000 member Conference was made by Fitzsimmons at the regular monthly meeting of Joint Council 42 in Los Angeles the first week in January.

Anderson currently serves as secretary-treasurer of Local 986, the largest local union in the Western Conference and holds other important positions of leadership in the area.

He is a trustee of the 175,000 member Joint Council 42, chairman of the International Union's airline division, former head of the Western Warehouse Produce and Allied Workers Council and is president of Joint Council 42's Investment and Construction Association.

Born 49 years ago in Ortonville, Minnesota, Anderson joined the Teamsters in 1949 in Portland, Oregon, where he drove a newspaper delivery truck. One year later he became a business agent for Local 324 in Salem, Oregon.

Next he became an organizer for the Western Conference and then took over Local 986 which was about to go defunct with only 238 members. Since that time Local 986 has been the fastest growing union in the West. In 10 years, under Anderson's leadership the membership grew to more than 11,000. After having released some 4,000 of Local's 986's membership to Teamster airline Local 2707, Anderson once again pushed the membership figure back to 11,000 by intensive organizing.

Announcement of Anderson's appointment by Fitzsimmons received the unanimous approval of delegates attending the Joint Council 42 meeting, which was also attended by Teamster Vice Presidents George Mock and Arnie Weinmeister.

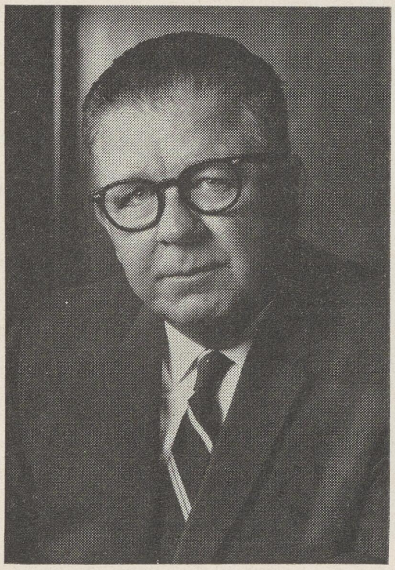
Fitzsimmons praised the leadership Mohn has given the Western Conference over the years, saying:

"When we needed a steady hand on the wheel, it was provided by men such as Einar Mohn and that is what has made our union grow and prosper."

Of Anderson's appointment, Mohn said:

"I feel proud and honored that the General President has found someone in Joint Council 42 to become my successor, and I am confident that he will make a good director."

## Pension Benefits Increased In Central States



**Teamster General President Frank E. Fitzsimmons has announced substantially increased pension benefits payable under the Central States, Southeast and Southwest Area Pension Plan.**

**Increases, approved by the Internal Revenue Service, are effective as of July 1, 1973.**

**Fitzsimmons announced that a member qualifying for normal retirement, based on top employer contribution, at ages 57 to 59, will receive $450 per month for life.**

**If a member retires at age 60 or over, his pension will be $550 per month.**

**The early retirement program provides monthly benefits for life of $135 at age 47 and graduates to $405 per month for life at age 56.**

**The total disability pension benefit has been increased from $100 per month to $150 per month.**

### SURVIVOR BENEFITS INCREASED

**Survivor pension benefits payable in instances of a member's death before retirement who had 20 years of creditable service have been increased from $135 per month to the higher of (a) $160 per month or (b) the monthly amount which the member would have been eligible to receive if he had retired immediately prior to his death. This benefit is payable for five years.**

**The survivor pension benefit payable to the spouse of a deceased pensioner for the balance of the first 60 months of the pension will be the amount the pensioner was receiving.**

**In announcing the new benefits, Fitzsimmons pointed out that according to past practice of the pension fund, increases will be made to retired members also.**

### RETIREES GET BOOST

**Under the new benefit schedule, an additional normal retirement benefit of $15 per month is payable to all pensioners who retired prior to April 1, 1973, and are presently receiving or are scheduled to receive a reduced benefit payable after 60 months of less than $150. They will receive a $15 per month increase on the reduced benefit.**

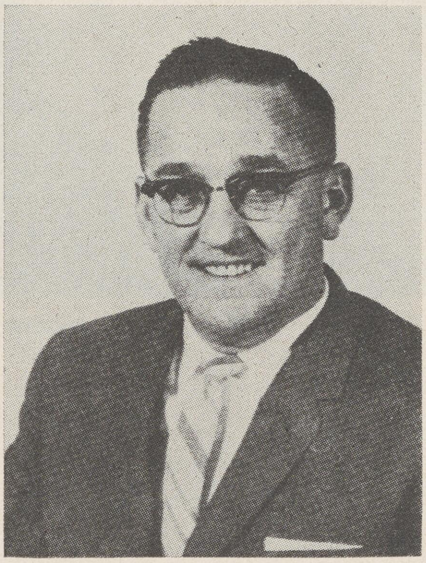
**Also, pensioners on early retirement will have their benefits proportionately increased.**

## Rampey Appointed IBT Auditor

Robert Rampey, long-time Teamster official in Montana, has been appointed an International Union auditor by General Secretary-Treasurer Murray W. Miller.

Rampey has been assigned to the San Francisco area.

A Teamster all of his adult life, Rampey resigned as secretary-treasurer of Local 53 in Bozeman, Montana, and as president of Joint Council 23 upon assumption of his new duties as an auditor.



Robert Rampey

### Started in 1947

Rampey went to work as a driver-salesman for Bon-Ton Bakery in Bozeman in 1947 and became a member of Local 53. In October, 1950, he was appointed secretary-treasurer of Local 53 and was elected to the position in 1953.

In May, 1960, he became president of the Montana Joint Council 23, and the following year became a member of the Western Conference of Teamsters' policy committee.

### Other Responsibilities

Aside from union activities, Rampey served on the advisory council of Montana's Employment Security Commission, and took an active role in various civic affairs.

The 49-year-old Rampey is married and has four sons.

## Easing the Impact

# Fitzsimmons Notifies Truck Firms New Contract Talks Necessary

TEAMSTER GENERAL President Frank E. Fitzsimmons has notified all employers and employer associations signatory to the National Freight Agreement of his intentions to reopen and renegotiate that contract to ease the impact of the energy crisis on trucking employees.

As chairman of the National Freight Industry Negotiating Committee, Fitzsimmons took the move following passage by the Congress of a national 55 mile per hour speed limit on federal highways.

The reduced speed limit, coupled with hours of service regulations of the Department of Transportation, could reduce earnings of drivers paid on a mileage basis by as much as 18 to 20 per cent.

In his letter to employers, Fitzsimmons said:

"The National Freight Industry Negotiating Committee hereby gives you the 60-day notice of re-opening and renegotiating of wages and hours required by Article 27 of the National Master Freight Contract.

"Re-opening and renegotiating is requested because of the declaration of emergency and because of the imposition of economic controls, based on the energy crisis.

"We shall be pleased to meet with you or your representative at a mutually convenient time and place for such renegotiation."

The contract reopening move followed two weeks of intensive effort by Fitzsimmons to ease the impact of the fuel shortage and reduced speed limits on driver earnings.

Fitzsimmons began his efforts by calling for a meeting with government officials responsible for energy management. The Teamster president requested the meeting in a telegram to President Nixon who designated Energy Chief William Simon and Transportation Secretary Claude Brinegar.

It was from that meeting that fuel allocations for the trucking industry were increased to 110 per cent of 1972 consumption.

Next, Fitzsimmons met with President Nixon in the White House to outline difficulties of transportation workers because of the energy squeeze.

Again, the President ordered Simon to sit down with Fitzsimmons, and following a two hour meeting Simon announced that he was requesting the Internal Revenue Service to investigate complaints of truckers about fuel gouging. IRS agents immediately began their investigation of fuel prices at the retail pump.

Next, Fitzsimmons testified before the Senate subcommittee on transportation, urging passage of a universal 60 mile-per-hour speed limit for all vehicles on federal highways. Except for legislation ordering a 55 mile speed limit on federal highways, the Congress adjourned for the Christmas Holidays without passing an energy bill.

The default occurred when a handful of oil financed senators filibustered to death a legislative proposal to tax away excess profits of oil companies made from the energy crisis.

No date for renegotiations of the national freight contract has yet been set. It is expected that the union will fully assess the impact of the energy crisis on drivers in conjunction with a meeting of the national grievance committee set for the middle of January. Plans for talks with the employer will follow formulation of the Teamsters position.

# STATE OF THE UNION

## Four-Way Pact

## Food Industry Agreement Reached in S. California

A three year contract, ratified by an overwhelming vote of four unions—Teamsters, Meat Cutters, Operating Engineers and Machinists—has ended a month-long work stoppage in Southern California's wholesale and retail food industry.

The agreement was reached after extended negotiations both in Los Angeles and in Washington, D.C., under the aegis of the Federal Mediation and Conciliation Service.

Approximately 23,000 were idled by the dispute.

IBT Vice President George Mock and Local 595 Secretary Treasurer Jerry Vercruse announced the terms of the settlement. It includes immediate wage boosts of 35 cents hourly, and 30 cents each of the following two years. Pension contributions are advanced in states a total of 20 cents to reach the 65-cent level in the third year.

Also, the companies involved made concessions on overtime requirements.

## Teamster Case

## Old-Fashioned Employer Brought to Date in Case

An employer with a strong anti-union policy was brought up to date in matters of worker's rights recently when the National Labor Relations Board favored Teamster Local 389 of Los Angeles, Calif., in an unfair labor practices case.

The decision went against Sackett's Welding. The company was found guilty of numerous unfair labor practices including the discriminatory discharge of two employees which, it was found, warranted an order requiring the employer to bargain with Local 389 as representative of all production and maintenance workers.

As determined by the Board, Sackett's Welding immediately reacted to its employees' organizational efforts by threatening dire economic consequences and by discharging two workers, one of whom was very active in organizing.

Thereafter, the Board found, the company threatened workers who were considering protesting the two discharges, and when the workers went on strike the employer threatened loss of their jobs.

After the strike commenced, the employer made individual offers to various employees that they could have their jobs back if they abandoned the union, while telling others that they would never get their jobs back. Then, when the union abandoned the strike, the company refused to reinstate any striker, even though there was evidence that work was available.

In issuing a bargaining order, the Board observed that it was difficult to imagine that traditional remedies would remove the impression left in the minds of the employees by the illegal conduct or to rectify the damage done to the statutory rights of the workers.

### ● In California

A majority of workers employed by La Venture Bros. Transfer in Maywood, Calif., voted for representation by Teamster Local 389 of Los Angeles, Calif., in a recent National Labor Relations Board election, according to Henry Poag, business representative for the local union.

## New Orleans Local Wins NLRB Ruling

The National Labor Relations Board concluded recently that Con-Pac, Inc., of New Orleans, La., violated the law by refusing to bargain with Teamster Local 270, certified representative of all full-time and regular part-time production and maintenance workers employed by the company.

Granting a motion for summary judgment, the Board found that all issues raised by the company were or could have been litigated in the representation case, and that the company did not offer any newly discovered or previously unavailable evidence.

Accordingly, the Board ordered Con-Pac, Inc., to cease the illegal activity and bargain with Local 270 upon request.

### ● In Tennessee

Employees of Liberty Concrete Co., Inc., in Memphis, Tenn., unanimously voted for representation by Teamster Local 984 in a recent National Labor Relations Board election.

Arthur B. Crutcher, Local 984 assistant business representative, said 40 truck drivers, mechanics, batch operators and yard men were eligible to ballot. The vote was 16 to 0.

## Local 789 Wins Arbitration On Discharge

Teamster Local 789 of Fairmont, W.Va., recently took an improper discharge case to arbitration and won an award for member Carl Pyles from the Industrial Personell Corp., of Fairmont.

The dispute took form when Pyles was dispatched with a tractor which, in his opinion, was unsafe. The line driver refused to take the equipment onto the road. The company took the position that he had voluntarily terminated his services.

Paul R. Butcher, Local 789 secretary-treasurer, said Steve Skormsley, business agent, handled the grievance filed by Pyles. The award reinstated Pyles and made him whole for all losses suffered as a result of the improper discharge.

## Family of Drivers

UNION SERVICE

**Clarence Wickman, a member of Teamster Local 75 in Green Bay, Wis., is retiring after 34 years as a truck driver. Donald Tilkens (left) secretary-treasurer of Local 75, presents Wickman (second from left) with a gift upon the occasion as his sons—also drivers—witness the occasion. The Wickman sons are Darvin, Ray, Roy, and Lyle. The Wickman's total membership years is over a 100.**

### Taking Stands

## Two Board Rulings Won By Illinois Local 179

Teamster Local 179 of Joliet, Ill., was successful recently in winning two decisions before the National Labor Relations Board.

Martin Sovich, president of Local 179, said one ruling involved the Smith-Fitzgibbons Furniture Co., of Joliet. The company tried to undermine the majority status of the union by firing workers after Local 179 commenced an organizing campaign.

Sovich said that following Board proceedings, a decision was rendered in the union's favor and the workers involved were reinstated to their jobs with backpay. The Board also ordered an election and certified the union as bargaining agent after an overwhelming vote favoring union representation.

Since that time, Sovich said, the company has signed a collective bargaining agreement providing prevailing wages in the industry to the members of the bargaining unit.

In the second case, Local 179 filed a charge with the NLRB when the management of Woodward Trucking Co., of Pontiac, Ill., refused to sign a new contract.

At the same time, company spokesmen informed the employees in the bargaining unit that the firm was going "non-union" and fired four workers for union activity.

The flagrant violation was pressed by Local 179. As a result, the Board ordered reinstatement of the discharges and the payment of more than $6,000 in backpay. Contract negotiations are now underway at the company.

### ● Boston Win

Teamster Local 379 of Boston, Mass., defeated another union by a 2-to-1 margin in an election conducted by the National Labor Relations Board recently at Austin Hastings Co., according to Paul V. Walsh, Local 379 organizer.

## Bargaining Ruling Won In Arkansas

The National Labor Relations Board ruled recently that Farmers LP Gas, Inc., and Searcy LP Gas, Inc., of Searcy, Ark., violated the law by refusing to bargain with Teamster Local 878 of Little Rock, Ark.

The Board noted, in granting a motion for summary judgment, that Local 878 was the certified representative for separate units of all sales drivers, mechanics and service employees at Farmers, and all sales drivers and service employees at Searcy.

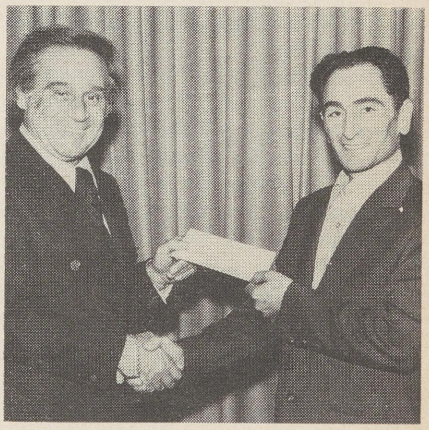
The Board reviewed the case only because the employer raised a jurisdictional issue and requested a determination on the merits of the case.

After reviewing the entire record, including the proceedings in earlier hearings, the Board ordered the two companies to cease their illegal activity and bargain with the Teamster local union upon request.

### ● Illinois Win

Mechanics employed by Mid-West White Trucks, Inc., in Rock Island, Ill., voted by a two-thirds margin for representation by Teamster Local 371 in a recent National Labor Relations Board election, according to G. L. Frame, Local 371 organizer.

## Pay Settlement



**Joseph Naftchi (right), a member of Teamster Local 918 in Brooklyn, N.Y., receives a $5,000 check from Jack Fecter, president of the local union, as the first payment toward settlement of a wage claim in excess of $18,000 against Alladin Door Controls, Inc., in Yonkers, N.Y. The claim was won in arbitration.**

# STATE OF THE UNION

## Victory in Philly

# Teamsters Recover Pensions For Retired Bakery Workers

**Former employees of William Freihofer Baking Company in Philadelphia proudly display pension checks paid when Teamster Locals 463 and 676 overcame objections from employer trustees to honor pension credits of the employees of the bankrupt company.**

Employees of a bankrupt baking company in Philadelphia have received approximately $71,535 in back pension payments as a result of a victory scored for them by Teamster Locals 463 and 676.

The 46 employees faced the loss of their pensions when the employer trustees of the pension fund refused to approve applications from former employees of William Freihofer Baking Company.

When the impasse was reached between union and employer trustees, union members of the fund filed a law suit against employer members of the fund. The judge sitting in the case ordered the case to arbitration. The union immediately filed an appeal.

In the interim, negotiations were begun with the Philadelphia Bakery Employers Association. As a result of the negotiations, the provision in the pension trust in dispute was eliminated.

Additionally, employers agreed to an immediate additional pension contribution of $3.50 per week per member to fund unfunded liability.

At the end of a year, the employers will contribute an additional $1.50 per week per member for that purpose.

Additionally, substantial wage increases were negotiated for active members, and the union extended the labor agreement for one year to accommodate the employer consideration.

### Teamsters Pace Field In September

**Teamsters Union affiliates led all organized labor in National Labor Relations single-union election activity and success during September.**

**NLRB figures show that Teamster local unions took part in 200 of the 612 single-union ballots—nearly 33 per cent—and won 102 of the 304 ballots won by all unions, or more than 33 per cent.**

**Of the 12,186 employees eligible to vote in units won by unions in all single-union balloting, some 2,154—or better than 17 per cent—elected Teamster representation.**

## ● College Win

Drivers, mechanics and dispatchers employed by George Washington University in Washington, D.C., recently voted overwhelmingly for representation by Teamster Local 639.

Furman Jenkins, Local 639 business agent, said 17 workers were eligible to ballot in the election conducted by the National Labor Relations Board. The vote count was 13 to 2 in favor of the union.

## ● In Virginia

Truck drivers and helpers and warehousemen employed by Richmond Refining Co., Inc., of Richmond, Va., voted overwhelmingly for representation by Teamsters Local 592 in a recent National Labor Relations Board election, according to G. F. French, secretary-treasurer of the local union. The company buys and sells scrap fat, bones and grease.

## ● Administration

The Department of Labor administers Title III of the Consumer Credit Protection Act of 1968. The section restricts the amount of a worker's earnings that may be deducted in any week through garnishment and also restricts firing for garnishment for any one indebtedness.

## ● Clerical Win

Office workers employed by Crane Supply Co., a plumbing firm in Duluth, Minn., voted overwhelmingly for representation by Teamster Local 346 in a recent National Labor Relations Board election, according to Russell Doty, secretary-treasurer of the local union.

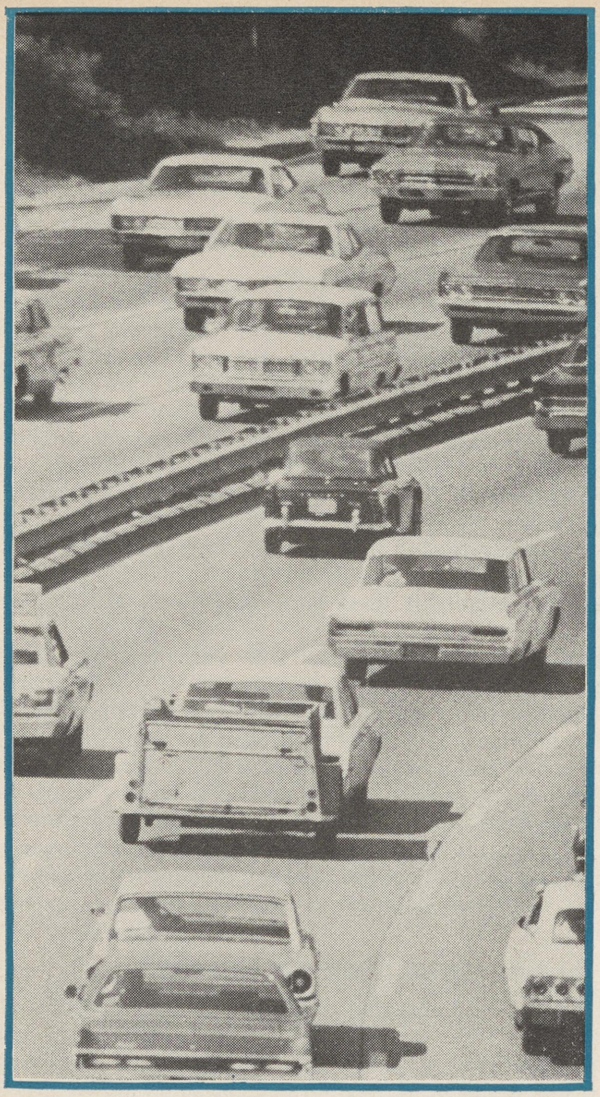
## ● 8-Hour Law

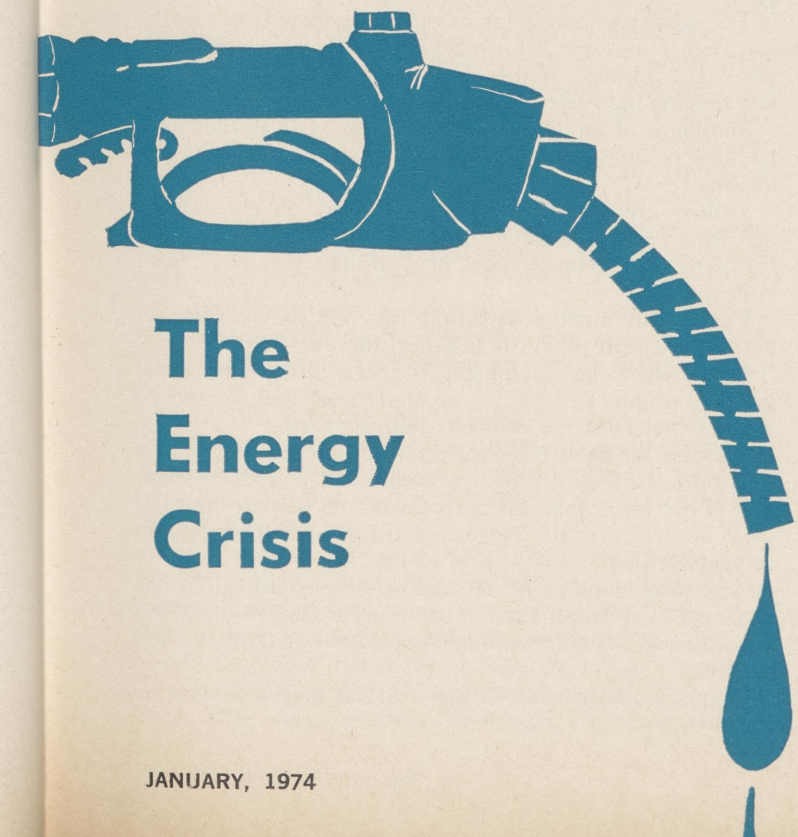
The first 8-hour day law was passed by Congress in 1868 but applied only to laborers, workmen and mechanics employed by or on behalf of the United States government.

## ● Training

The Occupational Safety and Health Administration trained 3,500 federal, state and private sector personnel in job safety and health at its training institute near Chicago last year.

# The Energy Crisis





IF "BLAME" could be burned as an all-purpose fuel to solve the energy crisis, then all our problems would be overcome.

To put it another way: It doesn't matter how the energy crisis came about nor does it matter who is at fault; what counts is that it is here.

It is here in a big way.

Oil is the core of the energy crunch.

There is no disputing the shortage of the valuable crude that propels and comforts a large part of the world's population. Furthermore, there is nothing temporary or local about the shortage. It is worldwide.

"Nobody is knowledgeable enough to know when we'll be out of the energy shortage," said Philip C. White, head of research for Standard Oil of Indiana, shortly after President Richard Nixon's energy crisis address to the nation last November 7th. White continued: "My own view is that we're not going to be out of it in my lifetime."

This gloomy prediction has been echoed by other experts.

They are careful to note that it matters not whether Arab oil-producing nations return to filling tankers for western consumption. The problem will remain.

## OIL PAST AND FUTURE

The big question now has become not how much oil is there still to be pumped from the earth?—but, how much more oil is there to be found?

Most estimates place present proven world reserves at about 600 billion barrels of crude. About two-thirds of the total is under the sands in the Middle East. At the present world rate of production of about 21 billion barrels a year, the proven reserves will last for less than 30 years.

To illustrate how fast modern society is burning oil, some 275 billion barrels of crude have been produced over the past 100 years. Probably 90 percent of it has been barreled since World War I.

Remembering that all the "easy oil"—cheap to find, drill and pump—has been discovered, exploration specialists estimate that future world discoveries will be around 750 billion barrels. There is another 300 billion barrels theoretically possible.

But the search becomes increasingly difficult. Exploration now has moved to remote South American jungles and the frozen Arctic. Whatever oil is wrenched from these areas in the future will certainly become as precious as valuable gems and metals.

Even though exploration and drilling around the world is at a record level—more than 37,000 oil well completions last year—the average rate of finding oil in the free world since 1948 has been only about 18 billion barrels a year. The gross rate of find is declining sharply.

The greatest hope for the moment is in offshore drilling.

The first offshore well was drilled out of sight of land only 25 years ago in the Gulf of Mexico. Since then, more than 100 billion barrels of oil have been discovered offshore around the world.

Only last December, major American oil companies made record bids for new drilling space off the coasts of Mississippi, Alabama and Florida. Bids totaling nearly $3.4 billion (somebody has to pay for it) were for underwater leases where the formation is rock hard compared with Louisiana's soft coastal shelf where there are 12,000 producing wells.

If further persuasion is needed to outline the oil aspect of the energy crisis, take the case of the Prudhoe Bay oil field in Alaska.

# SPECIAL REPORT

**Impact of Energy Crisis on U.S. and Western Europe**

| | United States | Austria | Belgium | Britain | France | Italy | Netherlands | Switzerland | W. Germany |
|---|---|---|---|---|---|---|---|---|---|
| **Dependence on Arab Oil** | 15% | 59 | 65 | 50.8 | 80 | 74 | 63 | 80 | 75 |
| Speed Limits Cut | ● | ● | ● | ● | ● | ● | ● | ● | ● |
| Weekend "Gas" Sales Curbed | ● | ● | | | | ● | | | ● |
| Sunday Driving Banned | | | ● | | | ● | ● | ● | ● |
| "Gas" Prices Up | ● | ● | ● | | ● | ● | ● | ● | |
| "Gas" Rationing Scheduled | | | | | | | ● | | |
| Heating Oil Prices Up | ● | ● | ● | | ● | ● | | ● | ● |
| Heating Oil Allocated | ● | ● | | | | ● | | ● | |
| Air Services Cut | ● | | | ● | | ● | ● | ● | ● |
| Display Lighting Cut | ● | ● | ● | ● | ● | ● | | | |

The Prudhoe Bay discovery was announced in 1968. Since then, there has been continual dispute over how best to transport the oil to refineries for eventual distribution to American markets. Finally, Congress late last year passed a bill authorizing construction of a trans-Alaska pipeline 789 miles in length. President Nixon quickly signed the measure.

Even on a crash basis, the pipeline cannot be completed before 1977, a date which officials of the Alyeska Pipeline Service Co. call a hope, not a certainty.

From the 1968 date of discovery—and more particularly in recent months—Americans have gotten used to thinking of the Prudhoe Bay oil as though it was the cavalry promised to arrive and save the day.

It's not true. Prudhoe Bay's oil reserves are conservatively estimated at only 9.6 billion barrels. That marvelous 48-inch pipe will be able to drool only two million barrels of crude oil per day.

That will be a grease drop in the bucket of need tomorrow.

### OIL CONSUMPTION SIGNIFICANCE

Before the shock waves of the "energy crisis" hit, American consumption of oil was running at 17 million barrels a day.

Domestic production of oil accounted for 11 million barrels of that supply. The remainder was imported, primarily from the Middle East, Canada and Venezuela.

As a result of the Arabic squeeze play, the deficit of oil imported into the United States has been running about 1.5 million barrels daily. The deficit is expected to reach three million barrels a day this month.

The significance of the shortage is more subtle than whether Americans can buy enough gasoline to power their cars or collect enough fuel to warm their homes and operate their businesses.

It is a question of potential economic catastrophe beyond imagination. Like Dracula's teeth, it has the power to change life styles.

Three seldom-seen words are the hinge: British thermal units, an internationally accepted measurement of energy consumption. (A B.T.U. is the quantity of heat required to raise the temperature of one pound of water one degree Fahrenheit.)

Nations use the B.T.U. as one of the gauges necessary to measure the ability of their economic muscle to maintain or increase their Gross National Product—the sum value of all goods and services produced in one year.

Reduction of a country's B.T.U. (energy) may be likened to cutting the mileage per gallon of gas that your car gets; the auto will still move but it will not travel as far nor will it operate as efficiently or economically.

Loss of energy can mean inhibiting the growth of a nation like the United States, for example, which has a burgeoning population. Although the country will continue to grow, its sinews will be feeble compared with the past if the national B.T.U. does not increase proportionately.

The boring figures are that the United States consumption of energy totaled 67.8 quadrillion B.T.U.'s in 1970. At an annual rate of growth of 3.4 per cent in energy demand, the U.S. will need 94.8 quadrillion B.T.U.'s in 1980.

Here is the clincher: The U.S. has been producing domestically only 88 per cent of its B.T.U.'s with nearly one-third of that total coming from home-pumped oil.

The inference is clear. If we want to keep operating, we've got to find a new orchard of B.T.U.'s for the future.

Those energy apples will be needed to handle demands that have been running at nearly 30 per cent for industrial use, 24 per cent for transportation, 23 per cent for residential and commercial use, and the remainder for various sectors including electrical conversion mostly at power plants.

### FROM GLOP TO GREASE

If the Arab oil embargo ended today; if the oil pools of Oklahoma, Texas and other endowed states suddenly gushed crude in a magical second-breath of bubbling, there still would be no way to end the domestic oil shortage.

The energy crisis, so far as oil is concerned, was on its way last November. It probably would have come this year. The reason: Acute problems affecting the drilling and refining industries in the U.S.

Shortages of equipment and labor as well as fuel have hit the nation's oil and natural gas drillers in recent months.

Drillers are running out of rigs because in not-so-long-ago lean years of drilling more than 1,500 rigs were sold for parts or scrapped. Few new drilling rigs have been built since.

Contractors anxious to supply rigs find they cannot get delivery on drill pipe, for instance, before 1975.

Even when the equipment is there, drillers have the growing problem of finding enough diesel fuel to run the engines that twist the drill bits into the earth.

Hardest hit have been the smaller independent drillers who bore the majority of new wells each year. Such companies did more than 80 per cent of the new drilling last year, according to the Petroleum Information Corporation of Denver, Colo.

The total number of oil and gas wells drilled in the U.S. declined from 58,160 in 1956 to 28,755 in 1972, according to the International Association of Drilling Contractors.

Refinery construction in the U.S. has lagged far behind demand.

The American Petroleum Institute, the industry's trade association, says that in the past five years only 1.9 million barrels a day have been added to domestic refining capacity. During the same period, demand for petroleum products climbed 3 million barrels a day.

API estimates the nation needs the equivalent of 60 new refineries with a total capacity of 9 million barrels a day to meet projected oil needs by 1985.

Some refineries were planned but most of the major companies involved are now reconsidering programs to increase their refining abilities. Some refineries have been closed in the past three months for lack of crude to process.

The reasons for the situation are varied. Import and export restrictions have a bearing as do declining production and dependence upon foreign supplies. Cost and time are important factors. More than $200 million is the price tag on a refinery that can handle 150,000 barrels of crude a day. It takes three years to build a refinery.

"Even under the best of circumstances," said John H. Lichtblau, executive director of the Petroleum Industry Research Foundation, recently, "it will be 1978 before the refining gap starts to narrow. There will be almost no new refining capacity ready before 1976."

## OIL & THE WORLD

Total known reserves of oil in the world are miniscule compared with coal reserves. There are an estimated 7,637 billion metric tons of coal—about 40 times the total world petroleum resources.

Yet oil wags the globe.

Oil flows easily once the cradle pumps. It is handily transported. It has innumerable uses and is getting more valuable by the day. In short, lumpy coal is a country bumpkin compared with city slick oil.

Oil wags the globe for another reason these days.

Two-thirds of the known petroleum reserves are in the Middle East. The Arab owners of that economic sack of greasy gold have tied it with a knot of political iron.

Since last fall, the governments of heavily industrialized nations on all continents have hurriedly realigned their foreign policies. They have had to do so for—where once nations were broadly divided into U.S. satellites and U.S.S.R. satellites—now there seems to be an Arab satellite system breaking the crust of international politics.

Power, whether economic, political, military or a combination of the three, is still power. The Arab nations have it in the oil marketplace.

Governments were stunned when the Arab oil spigot was turned off for them. What had come to be thought of as an international raw material now was a matter of local ownership.

Since the turnoff, the Arabian oil barrel has been rattled tantalizingly and often to punish enemies and reward friends. Oil-hungry governments are being forced to take separate ways as they respond to the degree of discomfort for their people.

The United States has made a valiant effort to hold the modern industrial states together in a one-for-all, all-for-one spirit of cooperation regarding fuel. The success has been limited. As the oil embargo continued through the weeks, long-time ties between nations began shredding.

An example is the U.S. relationship with Venezuela. Until 1970, Venezuela was the world's largest exporter of oil and the U.S. was her biggest customer, draining off half the 3.4-million-barrel daily output.

Two-thirds of Venezuela's government revenue comes from oil. However, Venezuelan oil reserves have been slipping—from 17.4 billion barrels in 1960 to 13.9 billion barrels today. When Saudi Arabia and Iran took over the oil export lead three years ago, it was partly because Venezuela began conserving its crude.

Upon commencement of the oil embargo, Venezuela announced it could do nothing to help the U.S. and other energy-consuming customers out of their oil supply difficulties.

A month later, however, Veneguela's president-elect said his country's international commitments would be met during his administration. Carlos Andres Perez added that when he took office next March, he would cooperate with the U.S. on "just terms." It doesn't take much imagination to understand his implication of renegotiated prices.

Six weeks later, Venezuela's government decided to tidy the bargaining counter for Perez and announced large new increases in its oil prices.

The behavior of Iran during the past three months is a clearer example of how fuel shortages have plunged government relationships into an era of every-man-for-himself.

Iran, the world's second largest source of oil after Saudi Arabia, has received extensive political and economic support from the U.S. for more than two decades. The Shah of Iran regularly has crossed the oceans and lunched at the White House during those years.

When the Arab-Israeli conflict subsided and the embargo began, Iran politely stepped to the outer limits of the dispute. Iran indicated it would honor its oil agreements with countries in Europe and North America. The Iranian premier even said in early November, "We shall not use oil as a political weapon."

A month later, Iran quadrupled its oil prices in what amounted to a test auction. A barrel of Iranian oil that once had cost $3.64 now was tagged at $17.40.

Two weeks later, the Shah of Iran became the leading spokesman for six oil-producing countries in the Persian Gulf. The day before Christmas he announced that Iran and pals were doubling the price of their crude; the earlier auction had shown what the traffic would bear.

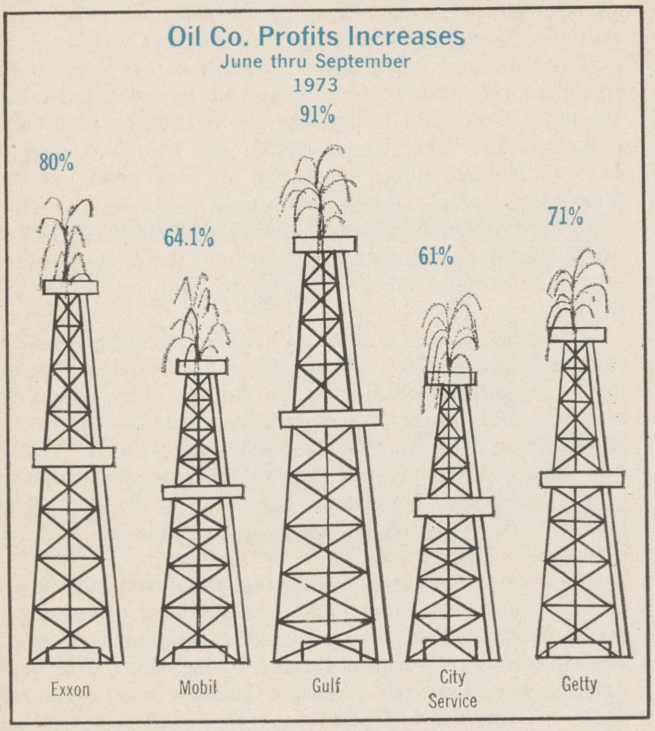
The significance of the Shah-announced price rise was that it had the effect of establishing a world oil market price of $8.30 a barrel. Iran and the other Persian Gulf producers today are commanding an oil price 400 per cent higher than the $1.77 they were getting per barrel before the Middle East war broke out in October.

Said the Shah of Iran, "Everyone will have to tighten their belt."

The world oil situation has become desperate. European leaders fear a terrible recession and massive unemployment this year. Japan, one of the most industrialized of nations, is tottering on the brink of a production emergency. Many African nations, despite their support for the Arab position, are running short on fuel.

Americans are more fortunate than most, being favored with a relatively strong domestic oil capacity. But what about our commitments to other countries who, as the Shah of Iran says, must tighten their belts?

Have we reached the point of danger described recently by Walter J. Levy, one of the foremost international authorities on oil, when he appeared on the "Meet the Press" television program? Levy said:



"As long as all industrialized nations are only concerned about their own fate—trying to save themselves if necessary at the expense of other industrialized and, for that matter, developing countries—they are in fact helpless giants, and they will find that in the end they will not have helped themselves either."

## ENERGY AND ECONOMICS

It was in the profile of the American economy that the energy crisis bombshell burst most devastatingly. The ping of the ricochet is still in the news every day.

Surprised government, industry and union leaders found themselves suddenly considering anew some old ideas so long taken for granted as to have been forgotten.

First is the primary fact that energy is the instrument which makes all work possible and transports all goods. For this reason, there is more than ever a pressing need for a greater understanding of the relationship between energy and economics. Additionally, all schemes to obtain and use energy require other energy to put them into action. Finally, by golly, we are in a real fix because the candle of heretofore abundant fossil fuels is melting fast.

Those are hard facts to face. They are a constant reminder that any kind of a fuel shortage in this day and age is truly a crisis of some size in a segment of the economy.

Even under the best of conditions, economic planning is not a pursuit that lends itself to easy, accurate predictions. Energy shortages compound the economic puzzle. Energy, in a real sense, is the blood that flows through every aspect of the society.

For example: *Oil produces petrochemicals which are moved with energy—*

*to plants for conversion with energy—*
*into plastic stock which is transported with energy—*
*to fabricators that make products with energy—*
*which are moved with energy—*
*to warehouses, distributors, wholesalers, retailers and consumers.*

The loss of a barrel of oil or a few kilowatts anywhere in this system means diminishing employment at one or more points.

It is of little import whether the government or a big business fattens or deflates a budget, alters its operational style or makes a tremendous change in method—if there is no energy the whole thing will coagulate.

At the moment, economists across the nation are at odds about the prospects for 1974. A few believe the Gross National Product will continue to grow, but that the drop in industrial production will decline considerably. Inevitably, an increase in unemployment would result.

Herbert Stein, chairman of President Nixon's Council of Economic Advisors, in the first official Administration estimate of the impact of the fuel shortage on the nation's economy, forecast that unemployment might go as high as 6 per cent this year.

Stein said it was his "worst estimate of reasonable possibilities" that the growth of the Gross National Product might be stunted by as much as 2 per cent. His most "reasonable optimistic estimate" was that the GNP might suffer only a decline of one-half of 1 per cent.

Significantly, Stein added that his forecasts would hold true even if the embargo of Arab oil did not last throughout 1974. Regardless of the duration of the embargo, the period of worst fuel shortage expected by Stein will be in the first three months of this year when heating oil demands are the highest.

## FELLOW AMERICANS

Panic would have swept the land had President Nixon, in his energy address last November, said flat out:

"Look, we're in a bad situation, fellow Americans. Energy is tight and it's going to get tough. We've got to pull together to survive what might turn into a catastrophe . . ."

But United States Presidents are the tallest men in the land. They have to speak loftily, with deliberate temperance, and make every effort to sprinkle confidence over their listeners. For these reasons, all Presidents of the United States have sometimes had difficulty getting an emphatic message across calmly in an emergency. They tend to underplay.

So President Nixon delivered his point much as a grandfather might have spoken to an innocent grandchild, saying:

". . . We as a nation must now set upon a new course. In the short run this course means that we must use less energy—that means less heat, less electricity, less gasoline. In the long run, it means that we must develop new sources of energy which will give us the capacity to meet our needs without relying on any foreign nation . . ."

The President's effort to dispel fear before it could raise its ugly head was perhaps misinterpreted by many Americans. Everything did not come to an immediate halt in the land, so where was the emergency? . . . We've got a land'o'plenty . . . Everything will work out . . . Let's drive down and see Aunt Mabel tomorrow. . . .

Now, nearly three months later, the President might be wishing that he could have said: "It isn't easy, fellow Americans. Things will never be the same again."

Hundreds of decisions have been made in the legislative and executive branches of our government in the past 10 weeks, all related to energy. But they have been only a prelude to the really decisive determinations that soon must be legislated and acted upon.

Congress returns to work January 21st. The President's State of the Union message will follow shortly afterward. Very soon, policy concepts will have been charted—based upon realistic understandings of fuel needs and supply—to take the country through the tough period ahead.

The time of treading water is over.

One thing is certain and working to our advantage: We know a lot more about our energy problems than we did last November.

### FROM HERE ON OUT

The first fact that cannot be forgotten is that even should the oil embargo be lifted tomorrow, the United States faces energy problems from here on out.

Every government and industry leader of consequence has confessed to an awareness of the latest three evils: Besides finding fuel, we must learn to conserve fuel and to stop wasting fuel.

Only discovery of fresh reserves of known energy, development of new energies, and creation of mind-boggling energy technologies will ever get us back to the economical, cushiony comfort of the past. The energy horse may have to be whipped into the 21st century.

Congress has pending its biggest legislative challenge—the Energy Emergency Act. Both the Senate and House adjourned before the holidays without final decision on the proposal which, when completed, will outline the heart of the U.S. energy policy.

Another important piece of legislation yet to be completed is the National Energy Research and Development Act. The Senate unanimously passed the proposal to authorize spending of $20 billion on energy research and development, mostly in the area of nuclear energy. The House will receive the bill when Congress reconvenes.

Measures concerned with energy that have been passed by Congress and signed into law by the President are:

—The Emergency Petroleum Allocation Act of 1973. It required the President to establish supply-management programs for crude oil and all refinery products. Under the law, President Nixon was given until this January 11th to implement the new fuel allocation rules, including those covering gasoline.

—The Daylight Savings Time Act of 1973. It specified that the nation's clocks would be advanced one hour on the fourth Sunday (January 6th) after enactment. The time change will achieve an estimated energy savings of 2 per cent this winter and will remain in effect until the last Sunday in April, 1975.

—The Alaska Pipeline Act of 1973. It authorized construction of a trans-Alaska oil pipeline and prohibited court review on environmental grounds. The effect of the law, transporting oil from Prudhoe Bay to southerly refineries, will not be felt for years.

The big task immediately ahead is passage of the Energy Emergency Act. It could turn into a wingding of a battle judging from the numbers of petroleum and gas lobbyists that began stampeding into Washington, D.C., at the conclusion of the holidays.

The special-interest representatives make no bones about it. They are in the nation's capital to influence fuel allocation plans, natural gas de-regulation proposals, energy research and development, strip mining, off-shore drilling and other measures considered important chunks of upcoming law.

### STATESMANSHIP CHALLENGE

Disappointment may be in store for the special interest groups, however. There are too many signs that the U.S. is, indeed, facing an energy crisis of considerable proportion.

It is the kind of situation in which congressmen may feel compelled to rise above political partisanship and truly walk like the statesmen they enjoy thinking of themselves as being.

Helping develop an encouraging climate for congressional statesmanship are almost daily pronouncements by persons of great reputation.

A few days before the turn of the year, Walter W. Heller, incoming president of the American Economic Assn., warned a meeting of the Allied Social Science Assn., that the energy shortage will not go away for the next four or five years, if at all. He declared that the U.S. was in for what he called "a fairly profound change" in its way of life.

Heller, a former chairman of the Presidential Council of Economic Advisors, estimated it may be close to 1980 before energy usage in the U.S. returns to the highs of early 1973. By then, he said, higher prices and new technology will have brought new fuel supplies onto the market. Even at that, he added, we can count on less of an increase in energy per year than in the past.

Margaret Mead, world-famous historian, wrote of the American energy crisis on the last day of 1973:

"The causes (of the crunch) may and will be debated—how much blame to assign to government mismanagement, how much to the recent war in the Mideast, and so on. But in a more basic sense, these triggering events do not matter.

"They could, in fact, divert our attention from a much more important issue: How we are to take advantage of the crisis to move toward a way of life which will not destroy the environment and use up irreplaceable resources. . . ?"

As a result of the fuel shortages, Miss Mead continued: "During the inevitable disorganization of everyday life, we will be making new decisions, learning new habits, initiating new research.

"It is vital that these activities move us forward into a new era in which the entire nation is involved in a search for a new standard of living, a new quality of life, based on conservation not waste, on protection not destruction, on human values rather than built-in obsolescence and waste."

Miss Mead concluded: ". . . There is only a common need to reassess our present course, to change course, to devise methods by which we can survive."

Recent nationwide polls indicate that most Americans will support such a program with nearly 90 percent of those polled supporting current restrictions by the federal government on the use of energy.

*(Next month: Energy sources and prospects for the future will be considered in the final article of this 2-part series.)*

## Offices Listed

# Internal Revenue Service Offices Receive Fuel Pricing Complaints

Teamster General President Frank E. Fitzsimmons has forwarded to all International Union vice presidents and the various Teamster Joint Councils a listing of key Internal Revenue Service offices concerned with possible truck fuel pricing violations.

Fitzsimmons distributed the information obtained from James W. McLane, deputy director of the Economic Stabilization Program's Cost of Living Council.

McLane asked that the information be distributed to drivers as soon as possible so that truckers may bring possible pricing violations by truck stops to the immediate attention of the IRS.

Following is the complete listing of 29 IRS key district offices and the man in charge:

### NORTH ATLANTIC REGION

Michael J. Greco, chief,
Stabilization Division,
90 Church St.,
New York, N.Y. 10008
(Phone 212-466-1600)

Stanley Goldstein, chief,
Stabilization Division,
35 Tillary St.,
Brooklyn, N.Y. 11202
(Phone 212-855-4994)

Raymond L. Klimbal, chief,
Stabilization Division,
111 W. Huron St.,
Buffalo, N.Y. 14201
(Phone 716-842-3812)

Humphrey Sullivan, chief,
Stabilization Division,
JFK Federal Office Bldg.,
Government Center,
Boston, Mass. 02203
(Phone 617-223-4750)

Anthony Crafa, chief,
Stabilization Division,
450 Main St.,
Hartford, Conn. 06101
(Phone 203-244-3245)

### SOUTHWEST REGION

James E. Hundley, chief,
Stabilization Division,
New Federal Office Bldg.,
Austin, Tex. 78767
(Phone 512-397-5113)

Gordon H. Lemnah, chief,
Stabilization Division,
1100 Commerce St.,
Dallas, Tex. 75202
(Phone 214-749-3611)

R. V. Reid, chief,
Stabilization Division,
220 Northwest 4th St.,
Oklahoma City, Okla. 73101
(Phone 405-231-4171)

### SOUTHEAST REGION

Henry E. Kenworthy, chief,
Stabilization Division,
275 Peachtree St., N.E.,
Atlanta, Ga. 30301
(Phone 404-688-4050)

William Allan, chief,
Stabilization Division,
Post Office Bldg.,
Greensboro, N.C. 27420
(Phone 919-275-0565)

Jack L. Evans, chief,
Stabilization Division,
400 Bay St.,
Jacksonville, Fla. 32202
(Phone 904-791-3622)

George Marable, chief,
Stabilization Division,
2002 Richard Jones Rd.,
Nashville, Tenn. 37215
(Phone 615-749-7151)

### MIDWEST REGION

George Levin, chief,
Stabilization Division,
17 No. Dearborn,
Chicago, Ill. 60690
(Phone 312-591-1229)

Gary Booth, chief,
Stabilization Division,
1114 Market St.,
St. Louis, Mo. 63188
(Phone 314-622-4185)

Kenneth W. Peterson, chief,
Stabilization Division,
210 Walnut St.,
Des Moines, Ia. 50309
(Phone 515-284-4403)

James Lundquist, chief,
Stabilization Division,
316 No. Robert St.,
St. Paul, Minn. 55101
(Phone 612-725-7941)

Richard Foley, chief,
Stabilization Division,
517 E. Wisconsin Ave.,
Milwaukee, Wis. 53202
(Phone 414-224-1313)

### CENTRAL REGION

Harvey Wagoner, chief,
Stabilization Division,
550 Main St.,
Cincinnati, O. 45201
(Phone 513-684-3795)

Dale Kaufmann, chief,
Stabilization Division,
800 Superior Ave., N.E.,
Cleveland, O. 44114
(Phone 216-522-3440)

Vernon Dawson, chief,
Stabilization Division,
U.S. Courthouse Bldg.,
Indianapolis, Ind. 46244
(Phone 317-633-8611)

John Grant, chief,
Stabilization Division,
2011 Park Ave. Bldg.,
Detroit, Mich. 48226
(Phone 313-226-7650)

### MID-ATLANTIC REGION

Chief,
Stabilization Division,
31 Hopkins Plaza,
Baltimore, Md. 21203
(Phone 301-962-4000)

Joyce Weitz, chief,
Stabilization Division,
400 No. 8th St.,
Richmond, Va. 23240
(Phone 804-782-2414)

Rollin Washington, chief,
Stabilization Division,
600 Arch St.,
Philadelphia, Pa. 19106
(Phone 215-597-9950)

William Huey, chief,
Stabilization Division,
1000 Liberty Ave.,
Pittsburgh, Pa. 15230
(Phone 412-644-6740)

Jerry Forte, chief,
Stabilization Division,
970 Broad St.,
Newark, N.J. 07101
(Phone 201-645-5950)

### WESTERN REGION

Barry Rans, chief,
Stabilization Division,
3600 Wilshire Blvd.,
Los Angeles, Calif. 90010
(Phone 213-688-4320)

Herbert Futrell, chief,
Stabilization Division,
44 Montgomery Ave., Ste 2300,
San Francisco, Calif.
(Phone 415-556-3000)

Melvin L. Joseph, chief,
Stabilization Division,
2200—6th Ave.,
Seattle, Wash. 98121
(Phone 206-442-1040)

**Answers to:**

# Gasoline Rationing Questions

Following are questions and answers regarding the government's standby gasoline rationing program:

Question—When will the ration plan go into effect?

Answer—Not before March and perhaps not at all. President Nixon has a strong personal dislike of rationing, rooted in his World War II experience as a minor tire rationing official. Treasury Secretary George P. Shultz and his deputy, William E. Simon, the federal energy chief, also dislike rationing. Asked about the likelihood of rationing, Simon replied, "I am still personally optimistic that we can beat this problem," especially if motorists voluntarily drive less.

Question—If the Administration opposes rationing, why is it going to all the trouble of printing coupons and planning a distribution system?

Answer—Some Washington observers believe that the Administration privately agrees with many analysts that rationing, however distasteful, is necessary, and that publication of a plan was a step to prepare the public psychologically.

Question—Under what conditions would rationing occur?

Answer—Simon indicated that public irritation may be the key. He said the "critical factor" would be the length of car lines at filling stations. A wait of three to four hours would be intolerable, he said.

Question—Is that the only criterion?

Answer—If there are others, Simon was not saying. He referred vaguely to weather, imports, conservation and inventories. What he did not discuss was how large a shortage he thought could be managed without rationing and without public uproar.

Question—Why was he so vague?

Answer—One reason was to keep his options open, as is often said in Washington. Another was that the planners do not know how much voluntary conservation they can get or at what level a shortage and informal rationing—early closings, long lineups—become unmanageable.

Question—Would rationing do away with lines of cars waiting for gasoline?

Answer—To a considerable extent but perhaps not completely. In a continental economy that is short of supplies, lines in some places at some times should be considered inevitable. A rationing coupon authorizes the purchase of gasoline but does not guarantee its availability at a time and place of the motorist's choosing.

Question—If rationing is put into effect, how much notice will there be?

Answer—Two weeks, perhaps a bit more according to Simon.

Question—Can it be done under existing law?

Answer—No, says Simon. Congressional authority would be needed.

Question—Would the system be like the one used in World War II?

Answer—Only in that motorists buying gasoline would have to turn in coupons. Unlike the wartime system, the coupons could be bought and sold legally. Someone with unused coupons could sell them to someone who wanted extra coupons.

Question—Won't that make it possible for some people to get all the gasoline they want?

Answer—It would. Anyone who wanted more gasoline than his basic coupon allotment could buy coupons from another motorist at an "exchange." In any event, every motorist would have to turn in coupons at a filling station each time he or she bought gasoline. The coupons could not be used toward payment of the pump price.

Question—How much would extra coupons cost?

Answer—About 25 to 30 cents a gallon, according to John A. Hill, an assistant energy administrator.

Question—What, then, would be the price of "free market" gasoline?

Answer—About 70 to 75 cents a gallon, Mr. Hill guesses, including the pump price and the cost of a coupon.

Question—To whom will coupons be issued?

Answer — To the 118 million licensed drivers aged 18 or over. The coupons will be sent to the states, which will have charge of distribution, at least as the plan is now contemplated. The states have yet to be heard from on this.

Question — What about licensed drivers younger than 18 who must drive to get to school or work?

Answer—The states could grant exceptions for them on an individual basis. Initially they would apply to local boards, with a right of appeal to state authorities.

Question — What about licensed drivers who do not drive?

Answer—They can sell their coupons if they bother to pick them up.

Question—How would a driver get his coupons?

Answer—The states will mail an authorization card to each licensed driver. He or she then would have to present the card at a coupon issuing place, post offices and perhaps banks.

Question—How often would coupons be issued?

Answer—Once a month.

Question—Will that mean long lines once a month to get coupons?

Answer—It may. It depends how many places can be enlisted in the distribution.

Question—What will the coupons cost?

Answer—The Federal Energy Office plans to charge $1 a month to put the over-all program on a self-financing basis.

Question—How much fuel will a coupon be good for?

Answer—The plan now is to issue eight coupons a month good for 32 to 35 gallons. That works out to about four gallons a coupon.

Question—Where would the coupon exchanges be?

Answer—They would be any place that buys and sells coupons. The most likely place would be a filling station. Drugstores, restaurants, retail shops and banks might also trade in coupons—either without profit, as a convenience, or at a markup. In business offices, someone would probably set up a coupon pool or exchange. Company credit unions might take on the chore.

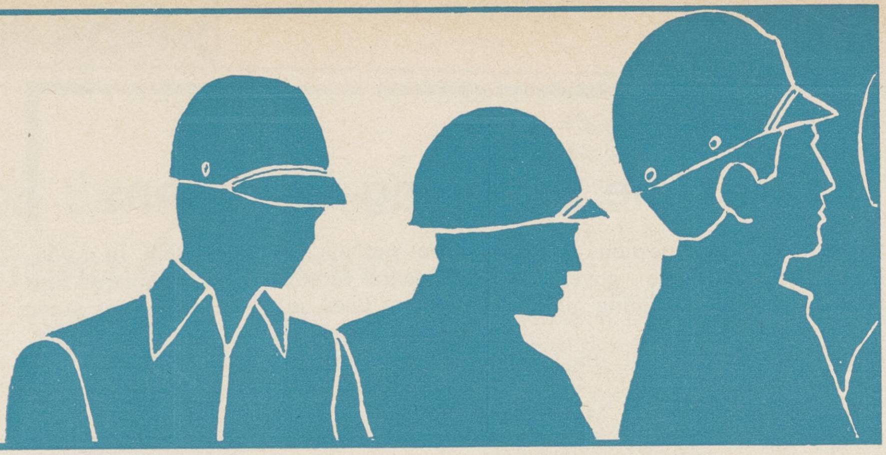
Question—What would prevent someone from speculating in huge quantities of coupons?

Answer—It would be legal, but risky. Coupons would be valid for only 60 days and a new color would be issued each month. Moreover, Mr. Hill said that the authorities would reserve the right to change the number of gallons a coupon would buy, an uncertainty meant to deter heavy speculation.

Question—Could a coupon be used anywhere in the United States?

Answer—Anywhere, but basic allotments could be picked up only in a motorist's state of residence.

# Safety & Health



Prepared by the IBT Safety & Health Department

## OSHA Course

### Safety-Health School Attended by Teamsters

Five Teamsters Union officials from around the country recently completed the 1-week course on voluntary compliance at the training institute maintained in Rosemont, Ill., by the Occupational Safety and Health Administration (OSHA).

Attending the sessions at the invitation of the Department of Labor were: R. V. Durham, director of the International Union's department of safety and health; Howard Jones, secretary-treasurer of the Southern Conference of Teamsters; Norman Greene, administrative assistant to International Vice President Ray Schoessling, director of the Central Conference of Teamsters; William Neidig, Eastern Conference of Teamsters representative, and Michael Markowitz, ECT research assistant.

There were approximately 25 students in the class. They included representatives from government, industry and labor.

Durham said he found the course interesting and instructive, adding: "With the additional knowledge gained, it will be extremely helpful to all those who attended in seeing that the Occupational Safety and Health Act is carried out."

Warren Morse, safety and health director for the Western Conference of Teamsters, took the same course earlier.

The OSHA training institute plans to continue a schedule of free instructor training courses this year to assist voluntary compliance with construction and general industry job safety and health rules.

Twelve sessions of the week-long "Instructor Course in Occupational Safety and Health Practices for the Construction Industry" were scheduled to start January 28th. The course is open to educators, contractors, safety engineers, insurance carriers and other people in related fields from the federal, state and private sector.

Twenty-four sessions of the week-long general industry course,"A Guide to Voluntary Compliance" were slated to begin January 7th. Preference for enrollees will go to qualified instructors who plan to train others in voluntary compliance. Applications will be accepted from labor unions, trade associations, employer representatives, insurance companies, local safety councils, and university teachers.

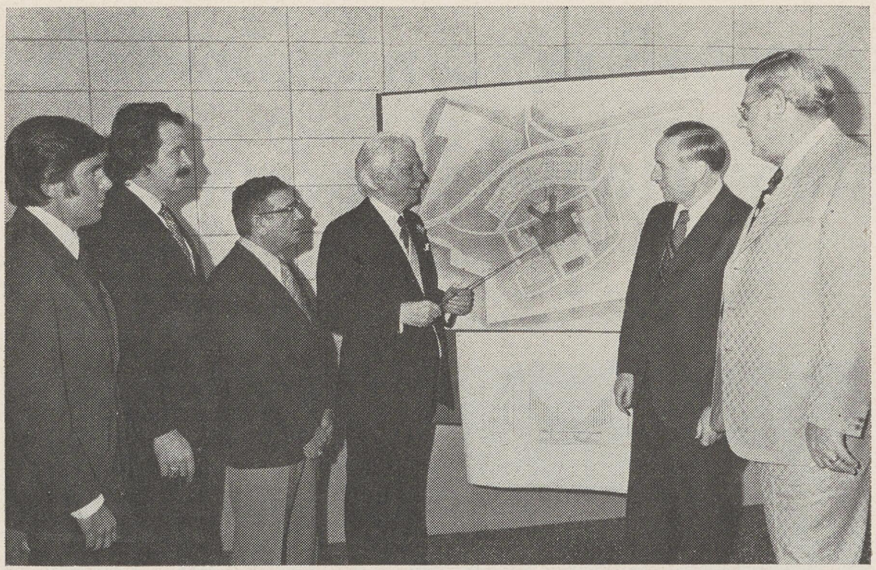
OSHA spokesmen said all applications will be processed on a first-come first-serve basis. Course registration forms are available from: Registrar, U.S. Department of Labor, OSHA Training Institute, 10600 W. Higgins Road, Rosemont, Ill. 60018.

No fee will be charged for the course, but living costs, travel and other expenses are the responsibility of the student.

Occupational Safety and Health Administration Training Institute

**Taking training recently at the OSHA institute near Chicago, Ill., were (left to right): William Neidig and Michael Markowitz of the Eastern Conference of Teamsters; R. V. Durham, director of the IBT safety and health department; Norman Greene, aide to IBT Vice President Ray Schoessling, and Howard Jones, secretary-treasurer of the Southern Conference of Teamsters.**

## Hospital Plans



Architectural plans are nearing completion for a giant medical complex planned in St. Louis, Mo., by Teamster Local 682. Funds for the project, to be known as "Hope Medical Campus," will come from employer donations to the negotiated health and welfare plans of Local 682. Looking over a project drawing are (left to right): Robert Sansone, Local 682 recording secretary; Joe Messler and Nick Bommarito, Local 682 stewards; Dr. Gordon A. Friesen, chairman of the hospital board; R. V. Durham, director of the IBT Department of Safety and Health, and E. E. Walla, president of Local 682.

### Talent Pool

## Union Experience Sought For OSHA Compliance Men

The Occupational Safety and Health Administration is seeking to increase its ranks of compliance officers with people having union backgrounds.

John H. Stender, Assistant Secretary of Labor for Occupational Safety and Health, said unions have been among the leading supporters of OSHA's activities.

"We feel that the practical experience and training in safety many union members receive could be valuable qualifying experience for our compliance officers," Stender said. "As part of our overall effort to recruit more compliance officers, we are trying to tap this pool of talent."

Stender is a former International vice president of the Boilermakers.

OSHA's personnel office has sent to the U.S. Civil Service Commission a memorandum outlining some union-related types of experience that would be valuable for compliance officers.

OSHA asked that full consideration be given to pertinent qualifying experience, including:

—Safety training obtained in apprenticeship programs.

—Participation in safety workshops.

—Safety investigations resulting from assignments as job stewards.

—Active participation in "tool box" safety meetings.

Applicants should complete the mid-level qualifications brief, obtainable from offices of the Civil Service Commission. In addition to sending the original to the commission, an applicant should send a copy to the Labor Department's assistant regional director for Occupational Safety and Health in the region in which he or she seeks employment.

### Telephone Numbers

Regional offices are in Atlanta, Boston, Chicago, Dallas, Denver, Kansas City, New York, Philadelphia, San Francisco and Seattle.

Addresses of Labor Department regional offices are listed in the telephone books of the cities involved under "United States Government."

## New Maximum Noise Level Set for Trucks

A new federal regulation setting 90dB(A) as a maximum interior sound level for commercial trucks and buses—as determined in a stationary test—has been issued by the Bureau of Motor Carrier Safety.

It will be effective on Oct. 1, 1974, for new vehicles but owners of trucks and buses manufactured prior to that date have until April, 1975 to bring such units into compliance. BMCS Director Dr. Robert A. Kaye said his bureau might consider an even stricter noise rule to protect the hearing of drivers if research indicates that noise-induced fatigue adversely affects safety.

Meanwhile, data gathered by the Environment Protection Agency (EPA) indicated that 36 percent of all five-axle combination trucks involved in interstate commerce probably will not meet the proposed noise standards. The EPA data showed the mean percentage of other vehicles exceeding the proposed noise level to be 1.9% for two-axle straight trucks, 9.3% for three-axle straight trucks, 10.8% for three-axle combinations, and 15% for four-axle combinations.

## ● Kansas Win

Warehousemen employed by Jason/Empire, Inc., a toy warehouse located in Overland Park, Kan., voted for representation by Teamster Local 955 of Kansas City, Mo., in a recent National Labor Relations Board election, according to Harry Williams, secretary-treasurer of the local union.

## ● Ohio Victory

Workers employed by Aerosol Systems, a manufacturer of aerosol cans in Macedonia, Ohio, voted overwhelmingly for representation by Teamster Local 415 of Cleveland, Ohio, in a recent National Labor Relations Board election.

Robert A. Nardi, Local 415 secretary-treasurer, said 37 assemblers, mixers and warehousemen were eligible to vote in the election. The ballot count was 23 to 7 in favor of the union.

# Medical Resources Program Explored by Teamster Safety, Health Department

**Preparing to discuss a medical resources program are (clockwise): Walter Shea, administrative aide to General President Fitzsimmons; Dr. E. J. Glassford; Dr. Donald W. Badger; Donald Wasserman; Dr. Anzorio Gotto, Jr.; Dr. Donald Dawson; Dr. Edward Diethrich, and R. V. Durham, director of the IBT safety and health department.**

EXPLORATORY talks considering establishment of a sophisticated medical resources program to serve the more than 2,000,000 Teamsters Union members were held at the International Union headquarters January 11th.

Initially, the plan would call for a top-level committee of physicians to serve in an advisory capacity as an adjunct to the International Brotherhood of Teamsters safety and health program.

Walter Shea, administrative assistant to General President Frank E. Fitzsimmons, chaired the meeting attended by a small group of medical experts from around the country, including:

—Dr. Donald Dawson, head of the Frank E. Fitzsimmons Experimental Research Complex at Pontiac State Hospital in Michigan.

—Dr. Charles Hufnagel, director of cardiovascular surgery at Georgetown University Hospital in Washington, D.C.

—Dr. Edward Diethrich, director of the Arizona Heart Institute.

—Dr. Anzorio Gotto, Jr., professor of medicine at Baylor College of Medicine.

—Dr. E. J. Glassford of the biomedical science department at General Motors Corp.

—Dr. Donald W. Badger, assistant chief of the physiology and ergonomics branch at the National Institute for Occupational Safety and Health (NIOSH), and Donald E. Wasserman, NIOSH research engineer.

Also in attendance were R. V. Durham, director of the IBT safety and health department, and Al Weiss, director of the IBT research department.

Essentially, the program goal would be to make possible the conditions that would lead to providing extensive and specialized medical research in the areas of health where needed while encouraging better health care delivery. The consideration of preventive medicine also would be a goal.

Ultimately, it is contemplated, the Teamster medical resources program would operate regionally from existing hospital facilities located in the various Area Conferences.

To start with, the plan calls for establishment of a high-level medical advisory committee which would be prepared to offer professional advice to the Teamsters Union leadership so that the most important health needs facing the membership can be confronted in the most effective manner.

The resources program, as it would eventually develop, would compliment and assist health and welfare programs maintained by Teamster affiliates.

Under consideration is a Teamster survey to determine where and in what manner health questions already are being dealt with and, likewise, where there is a great need for improvement.

Once a solid proposal is completed, it will be presented to the Teamsters Union general executive board for study at one of its regularly scheduled quarterly meetings.

# MISCELLANEOUS

### Unemployment

## Early Warning System Devised For Energy Crisis Job Impact

A program to ease the impact of the energy crisis on employment—including an "early warning system" to anticipate mass layoffs—has been set up by the Department of Labor.

Under Secretary of Labor Richard F. Schubert said the system will give the Labor Department warning of impending joblessness through a relay system linked with the 2,400-unit network of federal and state employment offices.

Other steps under consideration include:

—Exploring statutory and administrative programs designed to provide assistance to workers displaced because of the energy crisis.

—Using the employment services' job banks to help displaced workers find new jobs.

—Tailoring Labor Department manpower programs to teach new skills related to increased energy production and to assist those laid off in the energy crisis.

—Working with federal inter-departmental task forces to insure that employment effects of various energy measures are explored fully.

—Setting up a Department of Labor national office energy coordinating commitee comprised of senior Labor Department officials.

—Establishing similar energy coordinating committees in each of the Labor Department's 10 regions, chaired by the department's regional directors.

—Use of the Bureau of Labor Statistics to gather data on changes in employment due to the energy crisis.

—Developing voluntary cooperation among senior labor and industry leaders to help ease the impact on workers.

### ● Unanimous

Employees of Grant's Furniture Plaza, Inc., of Stuart, Fla., voted unanimously for representation by Teamster Local 390 of Miami, Fla., in a recent National Labor Relations Board election, according to Travis Dumas, president of the local union.

### Retirees Honored

**Retirees at Breyer-Sealtest Ice Cream Co. in New York City were honored with a dinner and presented plaques by fellow members of Teamster Local 575 recently. Shown on the occasion are (left to right): Anthony P. Carlino, Local 757 vice president; Emanuel Parish, secretary-treasurer; Peter F. Clark, president; John Rybinski, Mike Olynick, Bill Harris and Joe Margolies, retirees; Charles Fontana, trustee, and Dan Leavy.**

### Retiree Values Unionism

**Dear Bro. Fitzsimmons:**

**After approximately 33 years of affiliation with Teamster Local 449 and Local 375 in Buffalo, N. Y., I want to say that without unionism man is chewed up by industry and lost in the ranks of workers. Stand alone and you fall by the wayside. Strength lies in unity of labor in industry.**

**Having just retired, union pension in hand, my thanks to the International Union and to the officers of Locals 449 and 375.**

**From the sunny climate of Arizona, my thanks and best wishes to the rank-and-file membership of the Teamsters Union.**

**Fraternally,**
**Ray Alex,**
**Pearce, Ariz.**

### IBT Doesn't Sponsor Travel Tours

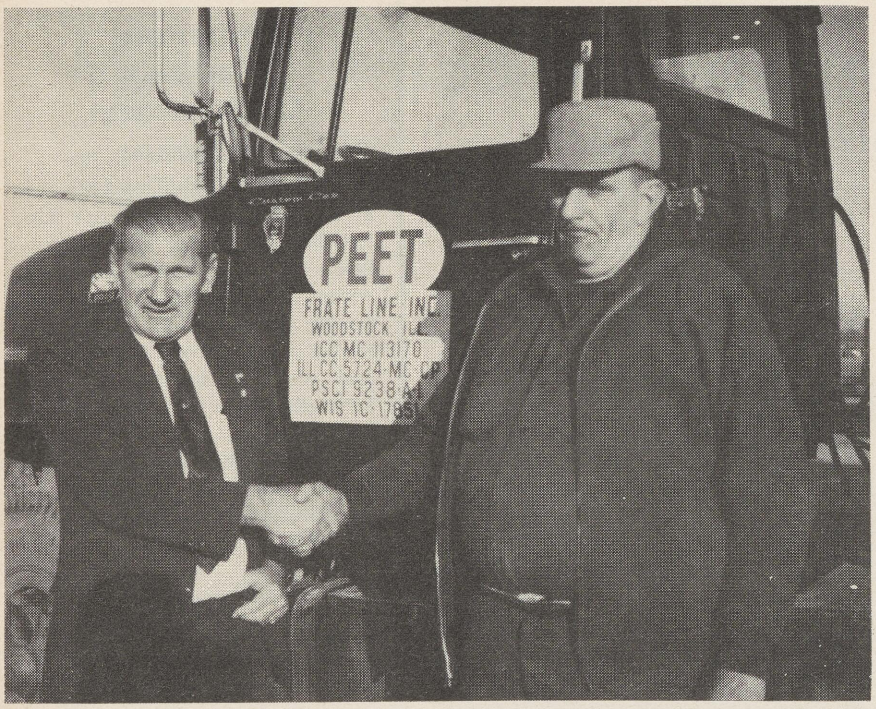
**General President Frank E. Fitzsimmons recently reminded Teamsters Union affiliates that the International Union does not sponsor such things as travel tours and, therefore, does not assume liability or responsibility for any such activities.**

**Acknowledging that the phrase, "Teamsters Tours," has been used by some travel agents, airlines, and so forth, Fitzsimmons requested that Teamster affiliates "advise your members who may become interested in such tours that the International Brotherhood of Teamsters does not in any way sponsor such tours."**

**Fitzsimmons added, "Furthermore, the International Union does not endorse such tours and disclaims any liability for anything which happens in connection with such activities."**

# MISCELLANEOUS

## Champion Backer



**Ed Faehndrick (right), a member of Teamster Local 301 in Waukegan, Ill., receives congratulations from William Maddock after his driving feat on behalf of a McHenry County Scholarship fund raising program. Faehndrick, a driver for Peet Frate Line, Inc., backed his rig 17 miles from Woodstock, Ill., to Crystal Lake, Ill., over a blacktop road with lots of curves and hills without once touching or crossing the yellow line.**

### Heavier than '73

## Contracts Covering 5,250,000 Up for Negotiation During 1974

Collective bargaining agreements covering an estimated 5,250,000 workers will come up for renegotiation during 1974—a somewhat heavier load than last year—with major contracts due for talks in communications, railroads, steel and apparel.

More than a half-million workers will be affected in agreements to be negotiated in the telephone industry. About a half-million railroad workers will be concerned with Class I railway agreements. Major steel agreements will involve 350,000 workers. Clothing contracts will affect some 125,000 workers.

At least 5,250,000 workers are under major contracts that either expire in 1974 or contain 1974 wage reopening provisions, reports the Bureau of Labor Statistics. This compares with about 4,750,000 workers under contracts expiring or subject to reopening in 1973.

In 1974 the number of workers under contracts up for renegotiations has been further increased as some short-term agreements negotiated in 1973 (primarily in construction and railroads) will again be up for renegotiation in 1974.

Several key industrial sectors, BLS spokesmen said, "will have a significant influence on bargaining, as negotiations will take place in the steel, can, aluminum, construction, communications, electrical machinery, aerospace, longshoring, railroad and mining industries."

Deferred wage increases, that is, those negotiated in earlier years and scheduled to become effective in 1974, will cover 4,750,000 workers under major contracts (those covering 1,000 employees or more in the private nonfarm economy) and are scheduled to average 5.0 per cent, or 25.3 cents per hour. Scheduled deferred increases in 1973 covered 4.9 million workers and averaged 4.9 per cent, or 24.2 cents per hour.

In manufacturing, the average increase scheduled in 1974 for 2,500,000 workers is 4.6 per cent, or 20.3 cents, while in the non-manufacturing sector the average scheduled deferred increase, covering 2,200,000 workers, amounts to 5.5 per cent, or 30.8 cents.

Metalworking has the largest concentration of scheduled defered increases in the manufacturing sector, primarily reflecting gains for workers in the automobile industry.

The apparel, food, and rubber industries also have large numbers of workers receiving deferred increases in 1974.

In the non-manufacturing sector, deferred increases will be most prevalent in the construction and transportation industries.

### ● Texas Win

Over-the-road drivers and shop workers employed by Globe-Union, Inc., a battery company in Garland, Tex., voted 17-to-6 for representation by Teamster Local 745 of Dallas, Tex., in a recent National Labor Relations Board election, according to W. L. Piland, secretary-treasurer of Local 745.

### Retiree Pens Note To Fitz

**Dear Bro. Fitzsimmons:**

**I appreciate the wonderful things the Teamsters Union is doing for the membership. I'm proud and happy to be a member (of Local 51 in Detroit, Mich.) of the organization. My retirement pension has made it possible to enjoy the winter years of life. My wife and I will always be grateful to the International Brotherhood of Teamsters. Thank you, Mr. Fitzsimmons, and all the wonderful people who are doing such a great job. God bless you all and a happy and prosperous new year!**

**Fraternally,**
**Peter V. Daly,**
**Orlando, Fla.**

# MISCELLANEOUS

## Arbitration Case Won In Carolina

Teamster Local 86 of Aiken, S.C., won an arbitration decision recently to gain $1,341 backpay for a member employed at Owens Corning Fiberglas Corp.

Stokes W. Rucker, Local 86 president, said the case involved the discharge of Donald Adair. The arbitrator decided there was not enough evidence furnished by the company to uphold its firing of Adair and accordingly vacated the discharge and restored him to his job with seniority unimpaired in addition to backpay and interest.

## ● Truck Repair

Twenty-five mechanics employed by Mack Trucks, Inc., a truck repair shop in Syracuse, N.Y., voted unanimously for representation by Teamster Local 317 in a recent National Labor Relations Board election, according to Donald W. Jones, business agent for the local union.

## ● In California

Warehousemen and clerical workers employed by Montgomery Ward & Co., Inc., in Fresno, Calif., voted 16-to-1 for representation by Teamster Local 431 in a recent National Labor Relations Board election, according to Harry Kachadoorian, secretary-treasurer of the local union.

## Aluminum Workers Go Teamster

**Teamster Local 327 of Nashville, Tenn., recently was certified as representative for 240 production and maintenance workers following an election victory at the Gallatin Aluminum Products Co., in Gallatin, Tenn.**

**William L. Ellis, president of Local 327, said the National Labor Relations Board ballot resulted in a vote of 107 for the union and 71 against. Fourteen ballots were challenged.**

## Volunteers

HEIGHT 11'8"
Educator
EDUCATOR BISCUIT COMPANY INC.

**Members of Teamster Local 686 of North Andover, Mass., volunteered to deliver cookies to victims of a devastating fire that struck the city of Chelsea, Mass. The volunteers (left to right): Alfred Larsen, Sharon McAndrews, Andrew Kozera, George Chicarello, Robert Voglin, president of Educator Biscuit Co., and Joseph Padellaro, secretary-treasurer of Local 686.**

## Census Report

# 9% of All Families in U.S. Exist on Poverty Budgets

Nine per cent of all families in the United States were living on incomes below the government's official "poverty line" in 1972, according to the Census Bureau.

The low-income or poverty threshold that year was $4,275 for a non-farm family of four persons. An estimated 5.1 million families were so affected.

The total was an improvement over 1971 by 4 per cent and was 39 per cent lower than the extent of family poverty in 1959, the first year for which data on low-income population was kept by the Census Bureau.

Following are some of the statistics for 1972 provided by the Census Bureau:

—Families with female heads were more than five times as likely to have incomes below the low-income or poverty level in 1972 as those headed by a male. One-third of families headed by women were below the poverty level, compared to 6 per cent of those headed by males.

—Female heads of both white and black families were more likely to be poor than their male counterparts, with black family heads of both sexes having higher poverty rates than whites. Some 53 per cent of black families headed by women were poor in 1972 compared with 16 per cent of black male headed families. Among white families, 24 per cent of those headed by women were living below the poverty level as against 5 per cent of those headed by men.

—Although the poverty rates for both whites and blacks have declined considerably since 1959, black persons were still much more likely to be below the low-income level than whites. Since 1959, the number of low-income white persons has declined at a faster rate than the number of low-income blacks. Thus, blacks comprise an increasing proportion of the declining low-income population—26 per cent in 1959, 29 per cent in 1971, and 32 per cent in 1972—and a slightly larger proportion of the total population.

# MISCELLANEOUS

### Knock-Knock

## Octane Knowledge May Aid In Conserving Gas Costs

Motorists who lack knowledge of octane ratings of gasoline may find it to their advantage—in terms of saving money—to brush up on the facts of life at the service station pump.

Octane is defined by the American Petroleum Institute (API) as a measurement of a gasoline's ability to resist knock.

Knock is a sharp, metallic noise resulting from uncontrolled combustion in the car's engine.

Knock loud enough to be audible may be annoying, but it will rarely cause engine damage. Intense, sustained knock, on the other hand, can harm engine pistons.

The API says that as a basic rule of thumb, 94 is the octane rating of regular gas and 100 is the rating for premium gasoline.

Autos with large, high-compression engines often require premium gasoline. These engines are more powerful than smaller engines, but they also have a greater tendency to knock—consequently, they need gasoline with a higher octane number

There is no benefit from using gasoline higher in octane number than needed to prevent knock. For this reason, regular gas is usually recommended for small cars.

#### Why Pay More?

As Virginia Knauer, special assistant to President Nixon and director of the Office of Consumer Affairs, puts it:

"Why pay the extra price for higher octane gas when the lower cost-per-gallon gas will do the job and not damage your car's engine?"

In addition to the engine size, there are other factors that influence the knocking characteristics of an auto's power plant.

—Temperature. Higher octane gas may be needed in hot weather to avoid knock.

—Altitude and humidity. Higher octane gas usually is needed in lower altitudes and when humidity is low.

—Spark timing. When the spark-timing setting is advanced, the engine needs higher octane to control knock.

—Driving method. Sudden acceleration may result in a need for higher octane; start-and-stop driving increases combustion deposit build-up and thus increases the need for higher octane.

API has some suggestions to help motorists determine the octane requirements for their cars:

#### Deposits

—Consider the manufacturer's recommendations or discuss the selection of gasoline with your local car dealer.

—If sustained knock is encountered, try gasoline of higher octane quality until you find the octane rating that controls knock.

—If you encounter knock after your new car has been driven several thousand miles, select a higher octane gasoline. As a new car is driven, octane requirements increase due to build-up of combustion deposits in the engine.

### Next 15 Years

## Future Civilian Labor Force To Include more College Grads

The number of college graduates in the adult civilian labor force will more than double between now and 1990 in the United States.

That's the prediction of researchers for the Labor Department's Bureau of Labor Statistics. The number of college grads is expected to advance from the current figure of 9.6 million to 21.8 million.

By 1990, it is estimated, workers with four years of college or more will represent 23.8 per cent of the workforce aged 25 years and older. The same category amounted to only 14.6 per cent in 1972.

Finding jobs for this rapidly expanding group of educated workers will present the economy with a formidable challenge, but, according to researchers, the problem can be solved because it already has demonstrated what it can do in problems of this kind.

Between 1950 and 1970, the economy absorbed tremendous increases in college graduates; employed men 25 years of age and over increased during that period by 19 per cent while the number of college graduates among them soared by 134 per cent.

During the same 20-year span, the number of employed women in this age group advanced by 89 per cent while their college graduate component climbed 147 per cent.

Between 1972 and 1990, it is estimated the adult male civilian labor force will go up 1.6 per cent per year while holders of college degrees will increase simultaneously at a 4 per cent average rate. Corresponding gains for the adult female civilian labor force are estimated at 1.9 per cent and 5 per cent annually.

## Election Activity Increases

The National Labor Relations Board report for the first three months of fiscal 1974 reflected an increased amount of activity by unions in organizing.

The NLRB reported that it received 3,313 petitions for representation elections in the period. The figure compared with 3,019 petitions filed in the same period a year earlier. The increase amounted to 10 per cent.

At the same time, the NLRB noted, there was a slight decrease in unfair labor practice charges. Some 6,761 charges were filed during the quarter compared with 6,790 a year earlier.

As of the end of September, 1973, a total of 12,828 cases of all types were pending before the NLRB in various stages of completion—up slightly from the 12,686 cases pending at the same time in 1972.

**Picking Up The Pieces**

# Congress to Resurrect Energy Bill Killed in December Catastrophe

During mid-November, the Senate passed an emergency bill giving the President broad discretionary powers to require energy conservation. During December, the House passed a different bill and on the final day of the session, the two bodies were unable to reach agreement on a compromise measure, thus postponing a final version of the bill until January.

The compromise bill that seems certain to pass when the Congress returns will likely include some or all of the following provisions: Authorization for gasoline rationing, postponed implementation of tougher auto pollution standards, restricted veto power by the Congress of Presidentially-imposed conservation plans and restrictions on windfall profits by oil companies beginning in 1975.

The restriction on oil company profits proved to be the most troublesome road block to final passage, with oil state senators arguing that such restrictions would discourage needed oil exploration and proponents stating that excess profits should not be allowed due to emergency needs.

The controversy over gasoline rationing is still a hot issue as the bill nears passage. Many congressmen believe rationing is inevitable and suggest that plans be put into operation now. The President and his energy chief, William Simon, however, are still noncommittal on this point. It would not be hazardous to conclude that rationing is a distinct possibility and should it be imposed, it would take two months to put into operation.

To soften the fuel shortage impact on individuals and localities, the proposed legislation will likely allow tax deductions of up to $1,000 a year for winterizing improvements on private homes and make unemployment compensation and federal food stamps more available to persons laid off because of the energy shortage.

If passed, the emergency provision of the bill now being discussed would allow the President to institute conservation measures subject only to a congressional veto within 15 days after being proposed. After June 30, energy legislation would have to proceed through normal legislative channels and the President would have no emergency powers.

### National Speed Limit

On December 21, 1973, the Congress passed H R. 11372, a bill establishing a national speed limit of 55 miles per hour. The President signed the bill, and it became law on January 2, 1974.

In essence, the law provides for a maximum speed limit of 55 miles per hour.

On December 11, General President Frank E. Fitzsimmons testified before the Transportation Subcommittee of the Senate Public Works Committee, urging the adoption of a maximum speed limit of 60 miles per hour. Although the law recently passed only provides for a limit of 55 miles per hour, it greatly limits the states from establishing limits lower than 55 miles per hour.

In addition, Mr. Fitzsimmons met with President Nixon on December 8, asking that price gouging be eliminated and that the speed limit be established at 60 miles per hour.

# LEGISLATIVE REPORT

## Training

### Consolidated Manpower Bill Signed by President Nixon

President Richard Nixon recently signed into law legislation designed to give state and local governments a larger role in determining their need for a variety of employment and training programs.

Signing the Comprehensive Employment and Training Act of 1973 "with great pleasure," the President said the new law would put an end to what he called the "patchwork system" in individual categorical manpower programs which began in the early 1960's.

The new law, in effect, consolidates the programs since the first manpower legislation was passed by Congress in 1962.

The legislation also represented a compromise between the White House and Congress over the need for public service employment and for giving flexibility to state and local authorities in using manpower funds.

The President said he would ask Congress for $250 million more in fiscal 1974 to assist in creating about 40,000 jobs in areas where unemployment rates have reached 6.5 per cent of the workforce.

The jobs, created on a temporary basis, would be centered in highway maintenance, sanitation, clerical work and allied areas with local officials to determine the distribution of work according to community needs.

Consolidation of the manpower programs means that a few of the older programs such as the Job Corps will be retained. Most of the others, including the Neighborhood Youth Corps and Mainstream, will be eliminated—although local areas can continue the programs if they so desire.

Another effect of the law change is to reduce to about 500 the approximately 10,000 contracts now let out for manpower programs around the country.

## Fitzsimmons Hears from Retiree

**Dear Bro. Fitzsimmons:**

**I wish to express my thanks for the many benefits I have received through the years, also for the pension I am now receiving. Also, many thanks to Teamster Local 494 of Quincy, Mass. It was a pleasure working in the industry with such a great bunch of brothers.**

**Again, many thanks,**
**Max Liberman,**
**Del Ray Beach, Fla.**

## Nixon Signs Bill

### Social Security Benefits To Increase 11% by July

President Nixon early this month signed into law a two-stage, 11 per cent increase in Social Security payments to augment the incomes of an estimated 30 million Americans.

Seven per cent of the increase will take effect next March and will be reflected in checks received in April. The remaining four per cent will take effect in June and show up in checks received by beneficiaries in July.

The President signed a bill six months ago authorizing a 5.9 per cent increase in benefits next July, but that increase was supplanted by the measure he signed this month.

#### Tax to Increase

To defray the cost of the increased benefits, the amount of an individual's annual income subject to the Social Security tax will rise to $13,200 effective immediately from the $12,600 that had been scheduled to take effect the first of this year. The tax rate remains at 5.85 per cent.

Therefore the maximum Social Security tax this year will increase to $772.20 from the $737.10 that had been scheduled to take effect.

Under a revised escalator clause in the new legislation signed by the President, the benefits will be further increased automatically if the Consumer Price Index rises by more than three per cent between the first quarter of one year and the next, with the increases to appear in the checks the next July. The first such potential increase could come in July, 1975.

## Appreciation Award

**Armand Buzzerio (center), chairman of Teamster Local 251's blood program, received an award of appreciation from the Community Associated Blood Banks of Rhode Island for his work in the program. Presenting the award is Charles Fitzgerald (left) of the CABBRI as Alexander J. Hylek (right), secretary-treasurer of the Providence-based local union, looks on.**

## Bill Protests Drivers' Complaints

The Department of Transportation would be given added power to enforce existing safety regulations covering drivers of motor vehicles in interstate commerce and to protect motor carrier employees from retaliation by management if a bill (S. 2717) sponsored by Sen. Philip Hart (D-Mich.) becomes law.

The measure would give motor carrier employees the same right to request that DOT investigate safety regulations that other workers now have under the Occupational Safety and Health Act. Also, DOT would be empowered to issue citations following investigations. The bill would provide for an adjudicatory hearing before the National Transportation Safety Board in cases of contested citations.

Moreover, it would give protection to employees from discharge or discrimination because of their complaints as to violation of safety regulations or their refusal to drive dangerous equipment or engage in driving excessive hours.

## Collectors Protected By New Law

The Hobby Protection Act signed into law recently by President Nixon requires that all reproductions and imitations of numismatic and political items gathered by collectors must be marked as copies or bear the date of manufacture.

Congress passed the measure in response to growing protest by hobbyists claiming they needed protection from counterfeiters.

Under the new federal law, any reproduction of a numismatic item made after November 29th, 1973, must bear the word, "Copy." Numismatic items include coins, tokens, paper money and commemorative medals.

Collectors of political items such as buttons, posters, literature, stickers or any political items also are protected under the law. Reproductions of such items must be marked "plainly and permanently" with the calendar year in which they are manufactured.

Glassware and other antiquities, however, are not protected under the new statute.

### Union Concern

## Teamsters Support Changes in Law Governing Farm Labor Contractors

In addition to supporting H. R. 7597 which would strengthen in various ways the Farm Labor Contractor Registration Act of 1963, the Teamsters union has advanced amendments that require greater responsibility on the part of contractors and employers while safeguarding the interests of field workers.

The Teamsters' views were outlined in a communication to Chairman William D. Ford of the House Subcommittee on Agricultural Labor. Not only should farm labor contractors be required to register with the Labor Department but the law should cover "day haulers" and "intrastate haulers", said the communication signed by IBT Legislative Director Dave Sweeney and William Grami as Director of Organizing for the Western Conference. They added:

"The bill should not only prohibit grower use of unregistered contractors but it should also provide that growers could not receive any benefits under farm programs administered by the U.S. Department of Agriculture if unregistered contractors were used in any facet of a grower's operations."

While being agreeable to extension of the life of a registration certificate from one to four years, the Teamsters suggested that a provision be included "which would require an annual check with the Secretary of Labor by labor contractors." They also proposed expansion of a labor contractor's liability by authorizing damages for each day a violation of the Act continues and would require bilingual posting of workers' rights.

The Teamsters' communication advanced various changes in language to make H.R. 7597 more effective.

## Missouri Local Awards Scholarships

Teamster Local 610 of St. Louis, Mo., has inaugurated a college scholarship program and recently awarded grants worth $750 each to sons and daughters of the membership.

Harland Horn, Local 610 secretary-treasurer, said the scholarships were presented to:

Phillip Cobb, son of Curtis A. Cobb; Linda Kondracki, daughter of Henry Kondracki; Paula C. Tinker, daughter of Clarence Tinker; Lorraine Garfield, daughter of Fred Garfield, and Dennis B. Richie, son of Philip Richie.

### Number to Increase

## Government Commences Mailing Income Checks to 3.2 Million

The federal government mailed checks providing what amounts to a guaranteed minimum income to 3.2 million aged, blind and disabled Americans in early January.

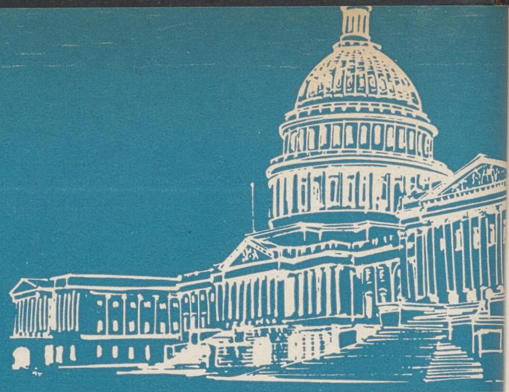
The number of total recipients was only about half as many as had been expected, according to the Social Security Administration, but it was anticipated that the total would increase to 6.2 million Americans before the end of 1974.

Known officially as the Supplemental Security Income, the guaranteed annual income program represents a federal take-over of more than 1,100 differing state and local welfare programs for the needy who are 65 years of age or older, blind or disabled.

About half the states provide higher welfare payments than the new federal amounts, but the law guarantees that no recipient transferred to the rolls of the supplemental system will have reduced assistance.

In place of the local payments will be minimum federal cash payments of $130 a month for individuals and $195 a month for couples. The figures are scheduled to be increased to $140 and $210 next July.

# Legislation, Politics, Government



- NEW HOUSE REPUBLICAN LEADER

The new leader of the Republicans in the House of Representatives is Rep. John J. Rhodes of Arizona. He will fill the vacancy left by the departure of Gerald R. Ford to become vice president. Rhodes, 57 years old, has been in Congress for 20 years. He is considered a conservative.

- LOCAL GOVERNMENT

Local governments in the nation's 72 largest metropolitan areas employed some 4.2 million workers in October, 1972, on payrolls totaling $3.2 billion, according to the Commerce Department. The employment and payroll figure was up by 300,000 and $500 million respectively over the same month two years earlier.

- ACADEMY JITTERS

Some congressmen are concerned with the high drop-out and flunk-out rates at United States military academies. For example, 40 per cent of the Air Force Academy's 1973 class failed to graduate. One concern is the cost of educating a cadet—estimated at between $60,000 and $80,000.

- PENSION LEGISLATION

Pension reform legislation has been held over until the 1974 session of Congress. Postponement of the bill was agreed to in the House of Representatives where work on the measure has not been completed. The Senate has passed a pension reform bill.

- CONSUMER DIRECTOR

Frederick E. Barrett, a New York electronics executive, recently was appointed executive director of the U.S. Consumer Product Safety Commission.

- ERVIN TO RETIRE

Seventy-seven-year-old Sam Ervin, North Carolina Senator, says he will not seek reelection next year after concluding his fourth term. The Senator indicated he felt that he would be too old to serve in the latter stages of a fifth term.

- RTW'ERS NEVER SLEEP

The National Right to Work Committee continues its anti-union ways without seeming to rest. The RTW group has proposed to the subcommittee on elections of the House Administration Committee that any election reform law should bar organized labor from using union dues for telling members about their political endorsements.

- WORKMEN'S COMPENSATION HEARINGS

A Senate Labor Subcommittee planned to hold hearings late this month in Portland, Ore., and Sacramento, Calif., on proposed reform amendments to the workmen's compensation law.

- MASSACHUSETTS BARGAINING

State workers in Massachusetts now have bargaining rights following adoption of a law pushed through the state legislature with the support of organized labor. The measure affects some 60,000 state employees and includes the agency shop.

# For Your Information

## Postal Speakers

The United States Postal Service has established a speaker's bureau to provide the public with explanations by experts on the "how's" and "why's" of the world's largest company.

Top officials of the Postal Service are now being made available for speaking to organizations so as to explain postal matters of vital interest to the public.

Groups interested in having a postal speaker for their meeting should contact: Herbert Wurth, U.S. Postal Service Headquarters, Washington, D.C.

## Pet Population

A recent survey by the Humane Society of the United States concludes that there are now 100 million dogs and cats in the nation.

The total includes 35 million pet dogs and 27 million pet cats; another 21 million pets that are unowned, and an additional 17 million animals that are turned in each year to animal shelters. Of the latter, an estimated 80 per cent are "euthanized" (killed).

A significant distillation of the figures is that nearly 40 per cent of all dogs and cats in the United States either roam free, are unowned, or are commited to death.

## Religious Interest

Industry sources say the sale of religious goods is far ahead of last year.

Bibles, hymnals, missals are running about 17 per cent over the sales this time in 1973. In some areas, particularly on the sea coasts, sales are up as much as 50 per cent.

There is no definite pattern involved.

Some sections report that young people are responsible for the surge in purchases of religious items. Others, however, note the preponderance of young couples with children.

**Super Market Institute says that the typical bad check passed at a supermarket amounts to an average of $27.17, but Bank Administration Institute says the average bank robber nets $4,463 a job.**

## Special Bicycle Paths

More and more, both states and cities are providing bicyclists with special routes and paths; 14 states have passed laws providing for bikeways.

All this is in response to the current bicycling craze. By one estimate, there may be now as many as 25,000 miles of bikeways in the United States. California, Florida, Oregon and Wisconsin are leaders in providing bike paths and special routes. The city of Chicago already has 100 miles of bikeways, and plans to create instant bikeways next spring by closing one lane of some city streets on weekends.

The federal government also has entered the field. It has built a bike path leading from Washington, D.C., several miles southward to George Washington's home at Mount Vernon.

**Wage and price controls are not new. The Labor Department notes that the Roman emperor Diocletion, in the 4th century, A.D., not only prescribed ceilings on prices and wages but also froze workers to their jobs.**

## Airline Profits

Major airline profits are taking a crazy-quilt landing on the accounting sheets with some notching records and others losing heavily.

United Air Lines and Eastern Airlines both set records for the third quarter last year—but went in opposite directions. United posted a profit 30 per cent higher than the 1972 third quarter, but Eastern suffered a net loss of more than $15 million in the same quarter.

Elsewhere on the air transportation scene, the Civil Aeronautics Board recently proposed reducing subsidies for eight regional airlines by dropping 57 markets from the subsidy list. The action would decrease the subsidies by several million dollars.

## Hepatitis Virus

Medical researchers have discovered and identified for the first time what they believe is the virus that causes infectious hepatitis.

Infectious hepatitis, a liver disease that affects an estimated 50,000 Americans every year and sometimes is fatal, can cause many weeks of debilitating illness.

Until now, the causative agent of infectious hepatitis, one of the most important known infectious diseases, has eluded science.

## Retail Outlets Decline

While there still is one store for every 125 persons in the United States, the actual number of retail outlets is on the decline.

Audits & Surveys, Inc., a marketing research firm, says its annual survey revealed there are now 19,000 fewer retail outlets than a year ago. Food stores, on a steady downward trend, account for more than a third of the loss.

Altogether in the U.S., there are now 1,657,000 stores.

## ● Handbag Revival

Manufacturers of handbags are happy because current fashion is prompting women to purchase more handbags than they previously maintained with their wardrobes.

To capitalize on the changing fashion, manufacturers are coming up with a greater variety of styles and also using a more varied set of materials. Vinyl bags, once deemed undesirable by smart women shoppers, are now becoming acceptable as substitutes for leather.

But the manufacturers are having their problems. Not only is leather in short supply but so are other materials ranging from denim to vinyl.

## ● Where Do You Live?

A national survey by the Department of Housing and Urban Development has shown a great disparity between where people want to live and where they do live.

The survey found that only nine per cent of people responding to a questionnaire actually wanted to live in a city of more than one-half million population—yet about 20 per cent actually live in cities of that size.

About one-half of the respondents wanted to live outside major cities but within 30 miles of a city of more than 50,000 population; about one-third actually living in such areas.

Finally, the survey revealed, about 20 per cent desired to live more than 30 miles from any city of over 50,000 but only about a fifth actually lived in such areas.

## ● Savings Bonds

The interest rate on United States Savings Bonds was increased to 6 per cent effective last December 1st so as to make the bonds more attractive to wage earners.

The order for the increase was given by President Nixon and benefited both old and new bonds. The higher interest rate, said the Treasury Department, would be accomplished by having a shorter maturity date on the bonds. Whereas the bonds formerly matured in 70 months, now they will mature at 60 months.

The White House said the increased interest was necessary because of the rising interest rates throughout the economy—a trend which threatened to undermine the savings bond program.

## ● Firearm Theft

Law enforcement officials the country over say that criminals are making a mockery of gun control laws by going out and stealing the weapons they need.

Just about every major city has been reporting increases in handgun theft. Exact figures are not available because theft is not one of the gun-control issues that has received a lot of attention.

The National Crime Information Center now has on file the reports of 669,549 stolen guns. The total is expanding at the rate of about 100,000 stolen firearms each year.

**For 11 years a Philadelphia advertising agency listed a non-existent executive named Oliver Tennyson whose fictitious name was placed on the company's letterhead so he could be blamed for any criticism of the firm's performance. Recently, the ghostly Mr. Tennyson received a letter notifying him that he had been selected for listing in "Who's Who in America."**

## ● Car Pool Data

The Census Bureau is responding to requests for computerized local geographic data that will help in establishing car pools for motorists desiring to save on gasoline costs.

The data, when integrated with information on prospective participants, provides lists of riders along efficient car pool routes.

The heart of the system is a computerized tape that is available for 267 metropolitan areas in the United States. The tape costs $70.

John K. Tabor, Under Secretary of Commerce, said recently that by using the tape "any group, a company, local government, agency, anyone—can put a car pool program into operation in a matter of weeks."

He said the system is available from: The Users Service Staff, Data Users Office, Bureau of the Census, Washington, D.C., 20233.

## ● Food Prices

Agriculture Department economists anticipate that food prices will soar 15 per cent the first three months of this year over prices in the same quarter of 1973.

For all of 1973 the price of food consumed at home averaged about 16 per cent over 1972 with the average price of red meat leading the way at about 25 per cent.

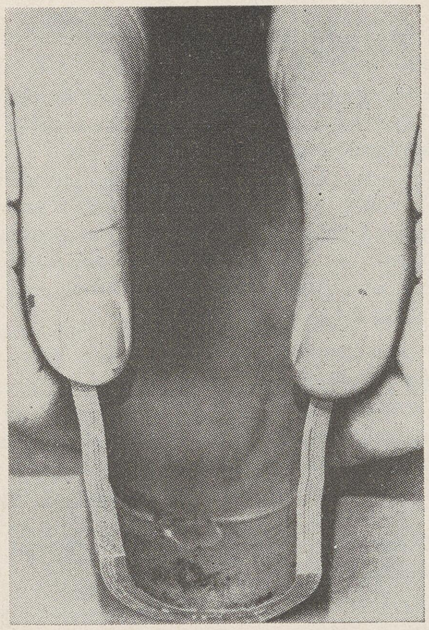
## ● Aluminum Penny?

The Treasury Department has proposed that Congress amend federal law so that the alloy of the 1-cent piece can be changed from its present copper base to an alloy of not less than 96 per cent aluminum.

The proposed amendment would give the Secretary of the Treasury optional power. He could make the alloy change any time that the cost of making a penny with copper exceeded the face value of the coin—that is, if the price of copper increased to $1.20 a pound. As 1973 came to a close, copper was selling at more than $1 a pound.

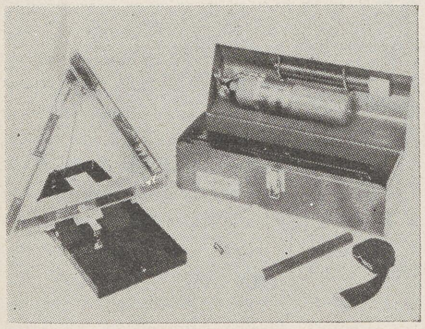
A change from copper to aluminum would reduce the metal cost of a cent from .7 to .07 and result in a saving of at least $40 million a year.

# WHAT'S NEW



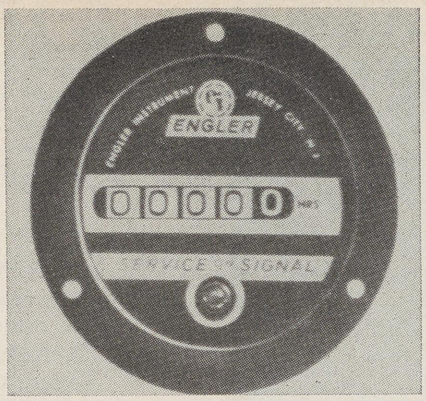
## Radiator Hoses

A new line of radiator and heater hoses for heavy-duty trucks with a guarantee of 5 years or 500,000 miles is offered. The manufacturer says it can do this on the basis of seven months of continuous testing, which left the hoses "virtually unmarked" by either temperature, antifreeze or hose clamps.



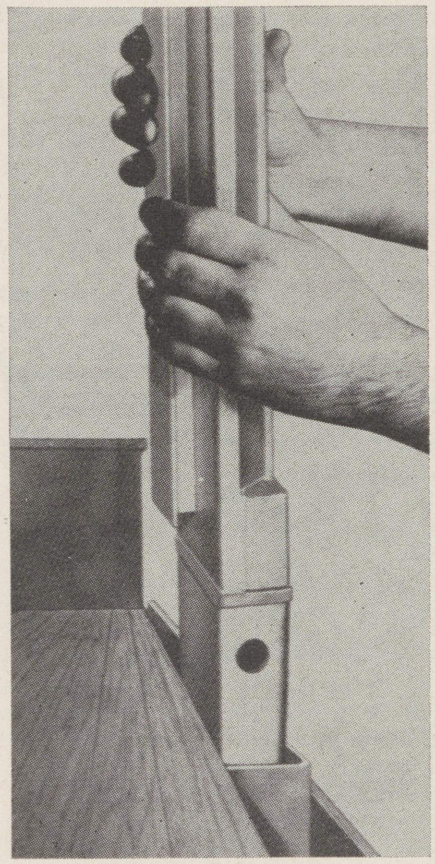
## Safety Kit

All emergency equipment required by federal and state regulations can be found in these new safety boxes the company says. Kit contains fire extinguisher, reflective triangle, flares and cushioned box for spare bulbs and fuses. Two versions of kit are offered, varying only as to the construction of the triangles.



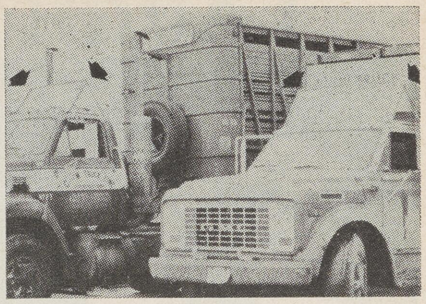
## Electronic Hour Meter

A new "service-on-signal" hour meter said to light up when it's time for maintenance on refrigeration units has been introduced. The unit can be factory programmed for any setting from one hour to 9,000 hours light-up time. After the preset period, a red light goes on, and remains on to warn that the refrigeration unit needs maintenance.



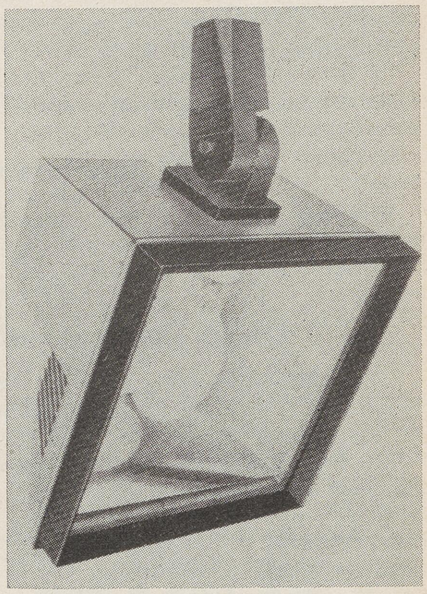
## Stake/Sideboard

A stake/sideboard package for adding sides to platform trailers has been announced. Previously available for rectangular pockets only, it has been modified to permit use on trailers with tapered stake pockets.



## Air Deflector

The manufacturer of an air deflector (arrows) which can be mounted atop truck cabs says it reduces drag. The air deflector can be mounted in minutes because no holes have to be drilled.

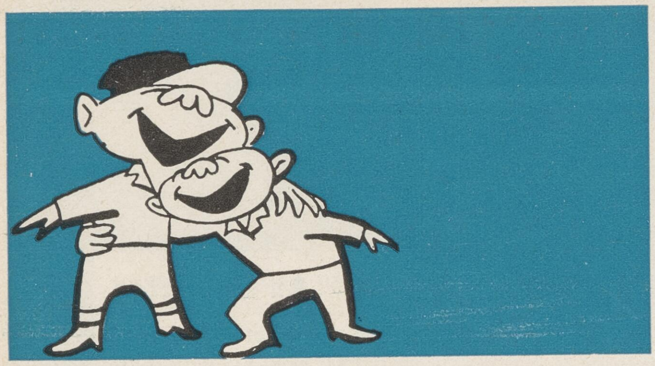


## New Floodlights

A new series of "Powerhouse" cast aluminum high intensity discharge floodlights, designed for industrial, commercial and architectural lighting is available. Sizes range from 14-to-22-inch squares; 400 to 1000 watts.

*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE* ***INTERNATIONAL TEAMSTER,*** *810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*
**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**

# LAUGH LOAD



## Let's Re-phrase That!

The lawyer was examining a witness during a sanity trial. "Does the defendant often talk to himself while he is alone?" he asked.

"I can't say," replied the witness. "I don't remember ever being with him while he was alone."

## Was He Fuzz-tered!

Minister: I hope you can overlook that parking ticket, officer. I'm just a poor preacher.

Officer: I know . . . I've heard you.

## Doing The Expected!

The maid was feeling low, but the lady of the house said, "Oh, cheer up and things will get better!"

"No ma'am," replied the maid. "I can't do that. When the Lord sends me tribulations, He sure expects me to tribulate!"

## Feels Doggoned Good!

The foreman was happy. "For four months I was convinced I was a fox terrier. But I went to a psychiatrist and he cured me!"

"How are you now?" asked his friend.

"Wonderful!" he exclaimed. "Just feel my nose!"

## Artistic License

The woman burst into the room and said to the man in white: "Doctor, I want you to tell me frankly what's wrong with me!"

"I want to tell you three things," replied the man in white. "First, you'd look a lot better if you'd lose about 50 pounds of that fat. Secondly, your looks would also improve if you'd use about one-tenth the make-up you use. And third, I'm an artist . . . the doctor's office is the next floor up!"

## He Auto Be Careful

The used car dealer was extolling the merits of an aged model to a customer. "You can't go wrong with this one," he boasted. "It's the opportunity of a lifetime!"

"Sure it is," agreed the leery customer. "I can even hear it knocking!"

## Just A Matter of Form

This year's income tax form has been revised and simplified. This is it:

(A) How much did you make last year?
(B) How much do you have left?
(C) Forward B.

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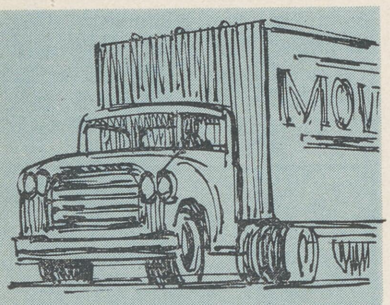
# MOVING? *Let Your Local Union Know!*



**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

NAME........................................................................

NEW ADDRESS.........................................................

..................................................................................
City State Zip Code

OLD ADDRESS..........................................................

..................................................................................
City State Zip Code

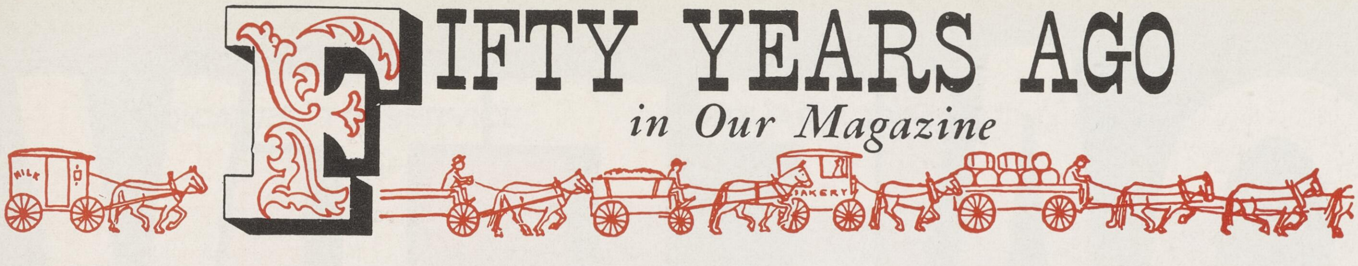
LOCAL UNION NO...................................................

LEDGER NO..............................................................
(If unknown—check with Local Union)

NAME OF EMPLOYER...............................................

**Give this form to your Business Agent, Job Steward or mail to your Local Union Office.**

# FIFTY YEARS AGO
## in Our Magazine



VOL. XXI (From the January, 1924, issue of the TEAMSTER) NUMBER 1

## *President Gompers Outlines Labor's Objectives for 1924*

The year 1924 brings great tasks to the trade unionists of America.

The year just closed has placed our movement in a position of strength and solidarity that fits it for the tasks that lie ahead.

In 1923 our country measurably recovered from the period of depression, the fight of the so-called open shoppers and wage cutters practically came to an end. It lost its driving power.

Ahead of us in the immediate future is a national political campaign. Ahead of us also is a great general campaign of organization, reaching into every field of activity.

The enemies of our movement say that we are not in politics. The fact is that we are in politics to the limit, determined to make our influence felt for progress and human freedom.

It is of the utmost importance that every trade unionist take an active part in the campaign now opening. It is important to see that trade unionists participate in the nominating of candidates and also in the selection of political convention delegates.

It is important that labor should participate where nominations are made and where platforms are formulated.

The American Federation of Labor national non-partisan political campaign will this year be conducted on broader and more energetic lines than ever before. Labor's effectiveness must extend into every precinct in America—and with the co-operation of the great farming population this will be accomplished.

On the industrial field the organization of the wage earners is always our first and primary task. Our convention has ordered a number of special organizing campaigns and these are either under way or are being planned. It is my hope that during the year our movement may add a million new members to its rolls. This is easily possible.

Protection and promotion of their rights and interests and proper participation of the workers in the affairs of industry make organization necessary. The proper conduct of industry, the proper safeguarding of the rights and interests of the toilers, the proper and necessary stabilizing of industry, make organization of first importance to labor and to employers as well.

We live in an age of collective effort. Nowhere does the individual live and work in a world of his own. Working together it is necessary to organize so as to plan together, to function properly in every direction, to make life better and to make industry better.

Every wage earner ought to join the union of his trade or calling, and every trade union member ought to be an organizer.

The year 1924 will bring its rewards, but it also will bring its obligations and duties.

Let us all, as trade unionists, do our utmost to make our movement a credit and a constructive force in society. If we are good trade unionists, we shall be good citizens of our Republic and America will be the better for our efforts.

## War on Censorship to be Nation-Wide

NEW YORK — A nationwide fight on all kinds of censorship will be waged by allied authors, actors, publishers, musicians, motion picture producers and others who resent the growing inclination to direct the intellectual moods of people. The new attack will be directed by the national council to protect the freedom of art, literature and the press. George Creel is chairman.

"It is not only proposed censorship that will be fought, but the repeal of existing censorship laws will be urged," said Mr. Creel. "It is the principle of censorship itself that we hope to crush for the censoring of any one form of expression carries a threat of censorship for every other form of expression.

"Even were censorship less than lawless—less an attack on the dearest rights of the citizen, less of a menace to enlightenment of public opinion—it stands condemned by reason of its unfailing stupidity and inevitable futility. All experience proves that it does not and cannot accomplish its avowed purposes, creating evils far worse than those it assumes to correct. It is an attack upon liberty, doubly dangerous because it is made in the name of morality.

"At every point the national council stands squarely in support of the law of the land. What we protest against—what we are formed to fight—are persistent and ill-considered attempts to set aside this law in favor of the bigotries of personal prejudice and attacks upon liberty masked as attacks upon license."

## NEW INSURANCE PLAN BEFORE CIGARMAKERS

CHICAGO — Members of the Cigar Makers' International Union have completed a referendum on an insurance plan that was submitted to them by their last convention.

If a canvass of the vote shows that the proposal has been adopted arrangements will be made to reinsure members with a reliable company.

The plan provides for compulsory insurance for all members to the extent of $100 funeral benefits and at the basic dues of 40 cents a week. The members may then voluntarily take, in addition to the $100, insurance in multiples of $100 up to $500 at an increase in the dues of 5 cents a week for each additional $100.

The basic dues, covering all benefits and all other activities and carrying $100 insurance, is 40 cents. If the member takes $100 additional, or a total of $200, his dues will be 45 cents; if he takes $400 additional, or a total of $500, his dues will be 60 cents.

The plan is compulsory only as far as the $100 is concerned and voluntary after that amount. The International Union, through its membership, can abandon the plan at the end of any one year.

President Perkins of the International Union says that a year's experience "will enable us to see defects, if any, which we may then correct to suit the wishes of the membership at large."

# SAFETY

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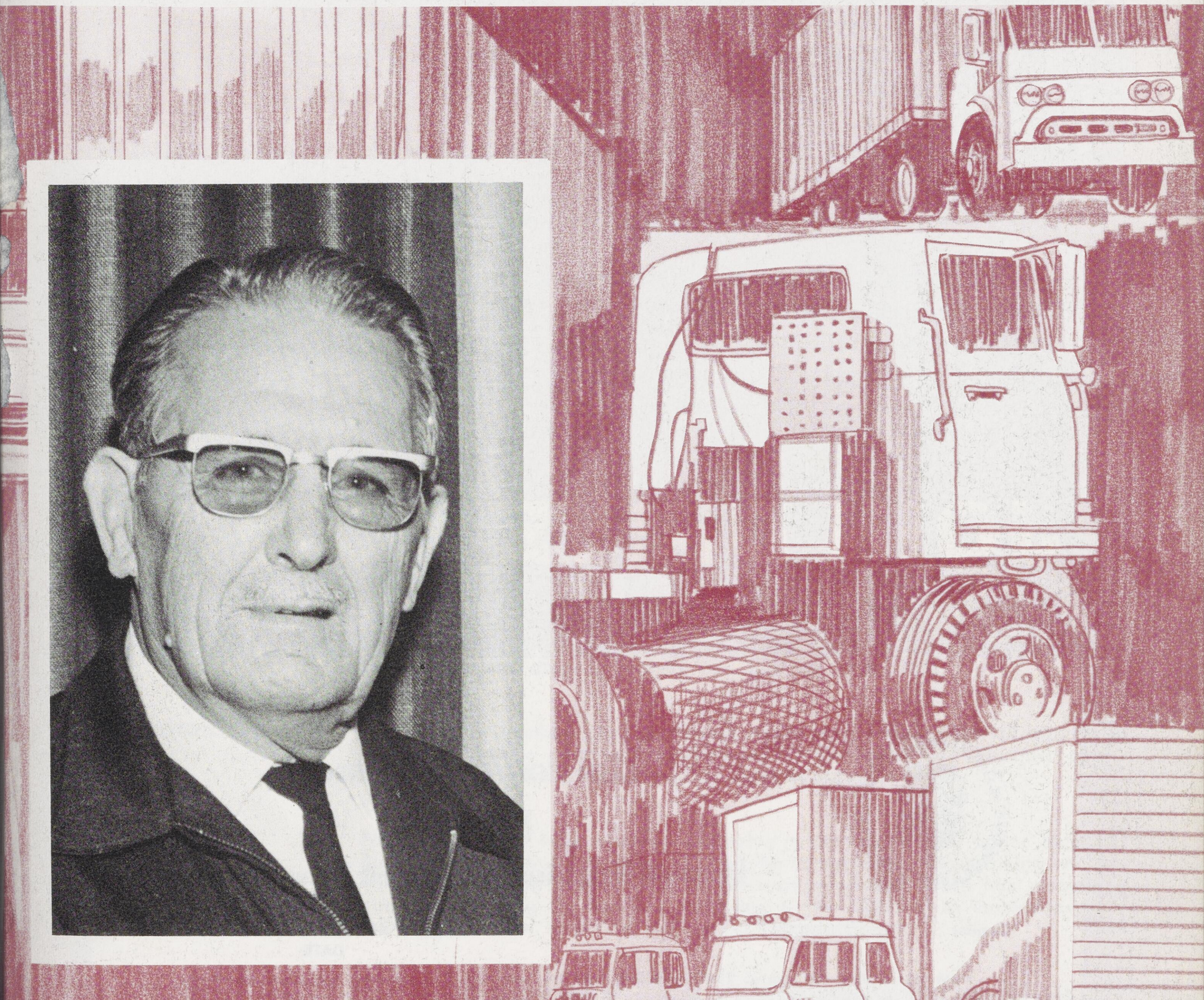
THE INTERNATIONAL

# Teamster

DEDICATED TO SERVICE FEBRUARY 1974



## Teamster Wilbur R. Moore Local 492 Member Driver of the Year

see page 8

Dear Reader:

With just the flick of the pen you can have your wages frozen and prices allowed to rise. On the other hand, you can change this picture. Yes! you do have an alternative.

You can elect public officials who represent the working people of the United States. If you don't, the vested interests can cut your wages, alter collective bargaining agreements and change your way of life.

By taking YOUR pen in hand to write a check to DRIVE you get peace of mind in knowing that working men and women are rallying their collective political strength through DRIVE to fight back against anti-unionism whipped up by labor's enemies. Every little bit helps.

# JOIN DRIVE NOW!!!

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# LABOR NEWS IN THE HEADLINES

**WASHINGTON, D.C.**

The Occupational Safety and Health Administration has okayed three more state safety and health programs—those of Connecticut, Hawaii and Nevada—to bring to 23 the total of states winning such approval.

**WASHINGTON, D.C.**

A strike over safety issues properly was enjoined by a federal district court, according to a recent ruling by the Supreme Court, because the strikers were covered by a contract which provided for arbitration of all local disputes and contained an implied no-strike pledge.

**UNDATED**

A survey by the Police Foundation concluded that police officers average $710 a month in starting salary across the land, starting pay having risen about 14 per cent over the past two years.

**UNDATED**

A federal appeals court ruling recently upheld a union bylaw requiring members to attend at least half of their local union meetings to be a candidate for office in union elections. The case involved the United Steelworkers Union.

**VIENNA, AUSTRIA**

Austria is the latest country in which the armed forces are unionized. Also recognizing unions of soldiers or sailors or both are Sweden, Denmark, Norway, Germany and the Netherlands.

**SAN ANTONIO, TEX.**

The labor boycott of products manufactured by the Farah Co., continues to work effectively. The pants manufacturer, strikebound more than a year and a half, has closed two more plants in San Antonio, Tex. Only a month before, Farah shut down sweat shops in Victoria, Tex., and Las Cruces, N.M.

**WASHINGTON, D.C.**

The National Football League Players Association called upon all players to refuse to endorse products manufactured by the Farah Co., "because of the firm's repeated attempts to destroy the rights of organized labor."

**WASHINGTON, D.C.**

Farah Mfg., Co., took another walloping when a National Labor Relations Board administrative law judge ordered the company to rehire striking workers with backpay and interest. The judge commented that Farah has pursued a policy of "flouting the law and trampling on the rights of its employees as if there were no law, no board, and no Ten Commandments."

**FAIRFAX, VA.**

A settlement agreement of federal job safety charges after the collapse of a highrise building at Bailey's Crossroads, Va., in which 14 men were killed and 34 injured has been entered into by the Labor Department and Miller & Long Co., of Va., Inc. The concrete construction subcontractor agreed to pay $13,000 in civil penalties.

**WASHINGTON, D.C.**

Employers with eight or more employees must complete the Occupational Safety and Health Administration form 102—"Annual Summary of Occupational Injuries and Illnesses"—and post it in work places until March 1st, according to the Labor Department.

**NEW YORK CITY**

The Uniformed Firefighters Association was fined $650,000 for conducting a strike in defiance of a court order in New York City last November. The fine for the 5½-hour strike in defiance of state law which prohibits walkouts by public employees was the highest ever levied in New York.

THE INTERNATIONAL

# Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

***The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.***

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Presented
On Energy Crisis**

**Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave. N. W., Washington, D. C. 20001.**

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# FROM THE FIELD

### TEAMSTER TO RECEIVE THE MEDAL OF HONOR

Robert Christensen, a member of Teamster Local 315 in Martinez, Calif., was scheduled to receive the Congressional Medal of Honor in ceremonies at the White House this month. Christensen, who has spent 18 months at Letterman Hospital in San Francisco, was slated to be the guest of President Richard Nixon for three days.

Christensen's winning of the rare medal was for being personally credited with saving 100 lives while attached to the 101st Airborne Special Forces and completing 14 secret raids on Vietnam prison camps.

It was on his last raid that he suffered serious wounds and was returned to the United States with nine medals of valor and three Purple Hearts.

### ILLINOIS MEMBER RESCUES 6 IN FIRE

Ronald Cropp, a 13-year member of Teamster Local 325 in Rockford, Ill., received community commendation recently after rescuing six youngsters from a burning apartment house. Cropp halted at a stoplight and while waiting for the light to change noticed an orange glow in a second-story window of a nearby 12-unit apartment house.

The Teamster quickly drove into a nearby gas station, told the attendant to phone the fire department, and then proceeded to the apartment building where he began banging on doors to alert occupants to the fire. Hallways already were filling with smoke.

At one apartment, there were six small children alone. Cropp began making trips to safety with them, carrying two youngsters at a time. On the third trip, he was beginning to suffer from smoke inhalation himself but managed to get all six youngsters to safety without harm.

Fire officials commented on Cropp's action: "He did a good job and should be commended. It's people like him that make our job easier."

### MARYLAND OFFICER HONORED WITH AWARD

C. E. Stutzman, secretary-treasurer of Teamster Local 453 in Cumberland, Md., recently received the David J. Lewis Memorial Award at a Western Maryland Central Labor Council AFL-CIO banquet attended by more than 300 industrial and labor leaders including representatives from Teamster Joint Council 40 and the Eastern Conference of Teamsters.

The award, for service to organized labor, was named after a Welshman who was elected to the Maryland senate in 1901 and successfully sponsored the first workmen's compensation law enacted in the United States.

### WESTERN RESEARCHER ELECTED TO BOARD

David W. Salmon, director of Research for the Western Conference of Teamsters, recently was elected a member of the executive board of the Industrial Relations Research Association. Salmon formerly was research director for the Central Conference of Teamsters.

### FOUR TEAMSTERS SAVE MAN'S LIFE

Four members of Teamster Local 36—all employed by the Georgia-Pacific Corp., of San Diego, Calif. —jointly helped save the life of a service man employed by the San Diego Gas & Electric Co.

The service man was installing a new meter when the electrical box exploded in his face. His clothing and hair caught fire. Quick-thinking Teamsters on their lunch hour grabbed fire extinguishers and sprayed both the injured man and the electrical box to extinguish the flame that appeared. The Teamsters responded to the emergency so quickly that medical aid for the injured man was on the scene within six minutes.

Receiving high commendation from the company were Teamsters Harvey Cantwell and Lloyd Gainer, warehousemen, and Bill Carey and Richard Geraci, truck drivers.

### DISTINGUISHED AWARD GIVEN OHIO TEAMSTER

Robert Goodfellow, a member of Teamster Local 654 in Springfield, Ohio, was given the National Automobile Transporters Association's "distinguished driver award" recently for an act of heroism performed in early 1972.

Goodfellow, a driveway driver for Kenosha Auto Transport Corp., came upon a burning automobile at the side of the road near Columbus, Ohio, and saw that the driver was still behind the wheel.

The Teamster halted, ran to the car and pulled the motorist from the auto, then smothered the flames which had engulfed the man's clothing.

It was discovered later that the motorist, who recovered after weeks in the hospital, could not have gotten out of the car unassisted because he was crippled.

### SAN DIEGO OFFICER TAKES RETIREMENT

Gordon Bourne, secretary-treasurer of Teamster Local 683 in San Diego, Calif., has decided to retire. Bourne functioned as an official of the local union for more than 25 years.

### TUNKS TEAM RETIRES IN WASHINGTON STATE

Walter Tunks, secretary-treasurer, and his wife, Florence, office secretary, have retired from their jobs at Teamster Local 788 in Mt. Vernon, Wash.

Both served 15 years on the job for the cannery local union. The Tunks were honored with a party attended by 150 friends, including U.S. Rep. Lloyd Meeds who once was a member of the local union.

# OBSERVATIONS of the GENERAL PRESIDENT

IT SHOULD be apparent now, even to the skeptics, that this nation is in the throes of a serious fuel shortage. The time for panic reaction is long past. We must face up to our energy problem in a realistic way, utilizing what resources are now available to us in the most efficient manner.

It is for that reason that I have proposed that the Congress of the United States pass legislation permitting trucks to travel at 65 miles per hour on the nation's interstate and federal highways between the hours of 10 p.m. and 6 a.m.

If, as I mentioned, we are now ready to face up to reality and if we are over the panic stage of facing the energy crisis, the Congress should give serious consideration to documentation which the Teamsters will present which shows conclusively that diesel fueled trucks operate more efficiently at speeds higher than the presently posted 55 mile per hour limits.

Unfortunatly, the 55 mile-per-hour limits were passed in the heat of emotion and panic by the Congress when the energy crisis was first laid on America's doorstep. That is understandable. Now, however, the problems of the energy crisis must be solved with cool and calculated reason.

The proposal for 65 miles per hour speed limits between 10 p.m. and 6 a.m. meets the test of cool and calculated reason.

There is no question that a healthy and viable national economy desperately depends upon an efficiently operated trucking industry.

Not only the jobs of trucking employees, but the jobs of manufacturing and food processing employees are desperately dependent upon the efficient distribution of the nation's goods, both to industry and to consumers.

Also, there is no question that these considerations depend upon the orderly solution of the problems facing the trucking industry. It is for that reason that what we in the Teamsters propose as solutions serve not the selfish need of a single segment of society, but go to the heart of what is good for the entire nation.

Because of the impact of the energy crisis, this nation can no longer afford the luxuries of procrastination and rationalization. We can no longer afford the luxury of time-wasting in the legislative process of government.

It is for that reason that I ask the Congress of the United States to immediately pass the 65 mile-per-hour legislation. The need is soundly established. The benefits to the nation are clear.

All that is needed now is for the Congress to tackle the problem with resolve and dispatch.

Frank E. Fitzsimmons

# Meetings with Administration Promise Relief for Truckers Hit by Fuel Shortages

Teamster General President Frank E. Fitzsimmons is shown last month meeting with President Richard Nixon on problems the energy crisis has caused for the nation's truck drivers. Secretary of Labor Peter Brennan (left) also attended the meeting in the Oval Office at the White House.

IN A CONTINUING EFFORT to make truck transportation work efficiently in an energy crisis, Teamster General President Frank E. Fitzsimmons has called upon the congress to pass legislation permitting 65 mile speed limits on interstate and federal highways between the hours of 10 p.m. and 6 a.m.

Fitzsimmons called upon Secretary of Labor Peter Brennan and Secretary of Transportation Claude Brinegar to join with him in seeking passage of such legislation.

Additionally, Fitzsimmons, in a joint news conference with Secretary Brennan, announced that the Department of Transportation is giving serious consideration to increasing weight limits for axles by 2,000 pounds.

Fitzsimmons' efforts at easing the impact of the fuel shortage on the trucking industry and its employees, included a meeting in mid-January with President Nixon. Also attending the meeting were Teamster General Secretary-Treasurer Murray W. Miller, Area Conference Directors Einar O. Mohn, Ray Schoessling and Joseph Trerotola, and Labor Secretary Brennan.

As a result of a flurry of activity on the part of the Teamster president, the following has been accomplished:

1. While fuel allotments for the trucking industry in December were set at 110 per cent of 1972 consumption, federal regulations since have been revised to provide the trucking industry with total need on fuel.
2. Officers of the Internal Revenue Service have been dispatched into the field by Energy Chief William Simon to conduct a vigorous investigation of fuel price gouging of truckers. The Federal Energy Office has promised that violators will be brought to task.
3. Adoption of a surcharge 'pass-through' by which truckers can recoup additional costs caused by the increased price of fuel.
4. Assurances by the Interstate Commerce Commission that rate requests for rate increases based on increased cost of operation will be given speedy and priority consideration by the ICC.

All of the accommodations resulting from cooperation between the Teamsters Union and the Federal Government are applicable both to certificated carriers and independent truckers.

Fitzsimmons stressed at his news conference with Secretary Brennan that all will be done to insure that Teamster members do not lose wages because of the impact of the energy crisis, including the reopening of the National Master Freight Agreement to recoup those loses.

# Fitzsimmons Announces Major Restructuring at International Union Level

## Names Miller to Direct Organizing

Murray W. Miller

TEAMSTER General President Frank E. Fitzsimmons has effectuated a major restructuring of the International Union in an effort to bring better representation to the membership and to offer union security to non-union workers.

General Secretary-Treasurer Murray W. Miller has been given the additional title of director of organization by Fitzsimmons. In his additional duties, Miller will have the responsibility of directing and coordinating organizing among the non-union workers in the U.S. and Canada.

The move by Fitzsimmons marks the first time a department of organizing has been established at the International Union level. Previously, organizing has been left to area conferences, joint councils, local unions and trade divisions.

The Teamster general president made the announcement of the new department at a meeting in Las Vegas, Nev., of area conference directors Ray Schoessling of the Central Conference; Joseph Trerotola, of the Eastern Conference; Joseph Morgan, of the Southern Conference, and Einar O. Mohn, of the Western Conference.

Fitzsimmons told the conference directors that the International Union, under his direction, is not content to stand pat even though membership stands now at 2,200,000. He said:

"Economic uncertainty brought on by the energy crisis makes it even more necessary that workers seek job security through union membership.

"By establishing a department of organization with Secretary-Treasurer Miller as director, we will strengthen our union, not only for the more than two million American workers who are now members but also for the millions of workers who will be seeking union membership in the future."

In his selection of Miller, Fitzsimmons turned to a veteran organizer. Miller, until his appointment as secretary-treasurer of the International Union in April, 1972, was director of the Southern Conference of Teamsters for 21 years. He built the Southern Conference from a handful of members in 1953 to its present strength of nearly 150,000.

Miller outlined his approach to organizing to a meeting of the policy committee of the Western Conference of Teamsters, in Las Vegas. Said Miller:

"It will be our purpose to assist local unions and others to organize any employer having from two to 1,000 workers. To accomplish this, we will need a large force of young, militant organizers—individuals who will work long hours and endure the hardships involved in getting this job done."

Miller outlined no specific companies as targets of organization, but stated that all organizing efforts will be coordinated through the area conferences.

In another restructuring move,

## Williams to Head National Freight Division

Roy Williams

Fitzsimmons announced that IBT Vice President Roy Williams, of Kansas City, Missouri, will head the International Union's National Freight Division. Williams has long been associated with the jurisdiction of the Freight Division and is a recognized authority in motor freight transportation.

While a vacancy has existed in the Freight Division since the death of Thomas Flynn in 1972, Fitzsimmons said that because of problems being experienced by over-the-road truck drivers as a result of the energy crisis, it is important that the freight division have a qualified leader.

"Vice President Williams is an expert in freight problems and will provide the kind of direction which will be needed in the months to come," Fitzsimmons said.

He explained that Williams, in addition to being deeply involved in negotiations stemming from reopening of the National Master Freight Agreement, will be engaged in aiding those local unions involved in representing members employed in freight throughout the U.S. and Canada.

In this connection, Williams will be working closely with those who seek to organize those portions of the industry now operating non-union.

Only recently, Fitzsimmons established a Safety and Health Department, headed by R. V. Durham.

Thus far, the Teamster general president has made three important moves to restructure the International Union to meet the challenges of the future.

Last month, Fitzsimmons named M. E. 'Andy' Anderson, of Los Angeles to succeed Einar O. Mohn as director of the Western Conference of Teamsters upon Mohn's retirement in July.

### Joint Group

## Freight Safety Committee Holds Initial Conference

The National Freight Joint Safety Committee held its first meeting recently as Teamsters Union representatives and employer spokesmen gathered at the International Union headquarters in Washington, D.C.

The committee was formed to meet the requirements of Article 16 of the National Master Freight Agreement which specifies that "the employer and the union together shall create a joint committee of qualified representatives for the purpose of consulting . . . on matters involving highway and equipment safety."

Work on determining policies and procedures occupied those taking part in the first meeting and it was generally agreed that a procedure would be established whereby the committee would review problems referred to it regarding safety and health and then make recommendations.

Also considered was the establishment of shop-level joint safety committees as a first step in the grievance procedure, although a final decision was not made in this area.

In general, the National Freight Joint Safety Committee will consider all questions of safety and health as they affect Teamsters Union members working under the National Master Freight Agreement.

To implement the policy, the union and management representatives discussed a voluntary compliance program for the industry inasmuch as the signatories to the contract are, by law, subject to regulations set up by the Department of Transportation and the Occupational Safety and Health Administration.

Teamster members of the National Joint Safety Committee include: R. V. Durham, Director of the International's Safety and Health Department; Warren Morse, Western Conference of Teamsters; Norman Greene, Central Conference of Teamsters; W. C. Smith, Southern Conference of Teamsters, and Michael Markowitz, Eastern Conference of Teamsters.

Employer members of the committee include: Roy Huser of Transport Motor Express, Inc.; Jimmie Black of Gordon's Transport, Inc.; Richard Melosh of APA Transport Corp.; Hal Franke of The O. K. Trucking Co., and Wallace Newbold of Rio Grande Motor Way, Inc.

**Attending the session of the National Master Freight safety and health committee meeting were (standing, left to right): R. V. Durham, director of the IBT Health and Safety Department; Warren Morse, Western Conference of Teamsters; George Mernick, IBT staff member; Michael Markowitz, Eastern Conference of Teamsters; and W. C. Smith, Southern Conference of Teamsters. Seated, from left to right: James Black, Gordon Transport; Richard Melosh, APA Transport; Hal Franke, O.K. Trucking Company; and Roy Huser, Transport Motor Carriers.**

### BC Railway Workers Go Teamster

Teamster Locals 31 and 213 in Vancouver, B.C., carried out a joint organizing campaign successfully recently among employees of the British Columbia Railway.

Some 265 truck drivers, warehousemen and office personnel of the BRAC came to the Teamsters seeking help when they became dissatisfied with representation by the Brotherhood of Railway Clerks.

When Teamster representatives got the necessary authorization cards signed, the Canadian Department of Labour decided there was sufficient interest to warrant an election.

The balloting resulted in 176 votes for the Teamsters and only 44 for the BRAC.

**Teamster Wilbur (Bill) Moore of Albuquerque, N.M., was named the 1974 "Driver of the Year" by the American Trucking Associations, Inc.**

# New Mexico Teamster Is Driver of the Year

THE 1974 "Driver of the Year" named by the American Trucking Associations, Inc., is Wilbur R. Moore, a 63-year-old grandfather who has driven over-the-road for 37 years without a single preventable accident.

Moore, a member of Teamster Local 492 in Albuquerque, N.M., has rolled up 3,363,750 miles since he started wheeling loads in 1937.

As proud of his five grandchildren as he is his driving record, Moore has been driving for his present employer —Pacific Intermountain Express Co. —for 19 years. He started his road career with Faria Bros. Trucking of San Lorenzo, Calif., and in 1941 he moved to Greyhound Lines in San Francisco. Later, he drove for American Trailways and then joined P.I.E. at Oakland in 1954.

Moore's current run takes him from Albuquerque to Liberal, Kan., and he logs about 99,000 miles a year, all of which is pulling twin trailers.

The Teamster has been cited several times for acts of highway heroism and his awards through the years include California driver-of-the-month in 1968, New Mexico driver-of-the-month in 1973, and New Mexico driver-of-the-year also in 1973.

In addition, Moore has a 36-year safe driving certificate issued by the National Safety Council and has been recognized by P.I.E. on several occasions for outstanding service.

Moore credits his safe driving accomplishment to alertness, adding: "By anticipating the other guy's moves, staying calm, and going with traffic conditions even if you have to run slow."

The favorite outdoor activity of Moore and his wife is attending Indian cultural events throughout New Mexico. They particularly enjoy listening to Indian music and visiting ancient dwellings, studying artwork and handicrafts.

Moore has another hobby and that is interior decorating and creating floral displays for display at the weddings of friends.

## Nixon Appointment

# Fitzsimmons One of 25 Members On ACTION Advisory Council

Teamster General President Frank E. Fitzsimmons was one of 25 leading Americans appointed by President Richard Nixon recently to serve on ACTION's National Voluntary Service Advisory Council.

The 25-member advisory council was created under the Domestic Volunteer Service Act of 1973 and has responsibility for providing policy guidance to ACTION on programs involving more than 70,000 full and part-time volunteers.

ACTION programs include the Peace Corps, Volunteers in Service to America (VISTA), University Year for ACTION, Foster Grandparents, Retired Senior Volunteer Program (RSVP), Service Corps of Retired Executive (SCORE) and Active Corps of Executives.

Fitzsimmons was the only representative from the field of organized labor named to the advisory council by the President. The remaining 24 members come from industry, the arts, civic groups and social volunteer organizations.

Signing of the Domestic Volunteer Service Act of 1973 was described by President Nixon as "extending and strengthening the mandate of ACTION to serve as a spearhead of our voluntary service programs."

The President noted that the new law translates into reality the restructuring of thinking about volunteer services in America. "We needed to build upon what we had learned in our volunteer poverty programs," he said, "and then to expand our efforts to other community and national problems."

By broadening state and local participation in ACTION programs, every community now has a much better opportunity to solve its own problems, the President said, adding: "Local initiative and local responsibility should now become the driving force behind ACTION's efforts across the nation."

Michael Balzano, director of ACTION, said the newly-appointed advisory panel of which General President Fitzsimmons is a member will help to launch a period of expansion and innovation in volunteer programs.

"These distinguished Americans," said Balzano, "are bringing their experience from every area of national life . . . We need the valuable advice of these leaders to improve our effectiveness in attacking problems which prevent the poor, the ill, the deprived and the forgotten from sharing in the benefits of our society."

## Schoessling Warns About Phony Ads

**IBT Vice President Ray Schoessling of Chicago, Ill., director of the Central Conference of Teamsters, has issued a warning to all affiliates regarding the latest fraudulent ad-soliciting scheme being worked in the area.**

**The latest operation, said Schoessling, is a phony publication called, "The Teamsters International-Illinois Joint Council-Official Log and Time Book."**

**Solicitors for the fraudulent enterprise use a postoffice box in Springfield, Ill., for the publication's address.**

**Schoessling advised Teamster local unions to warn businessmen in their areas that ads solicited for the publication and purported to be connected with the Teamsters are "illegitimate and unauthorized."**

**He advised persons approached by such solicitors to contact the nearest office of the FBI or local postal inspectors.**

## Two Ballots Gain 400 In Offices

**Teamster Local 868 of New York City recently gained more than 400 office workers in two recent National Labor Relations Board elections.**

**John T. Burke, Jr., Local 868 organizer, said office workers at Branch Motor Express and at Associated Transport voted overwhelmingly in favor of the union.**

## Brewery Charter

Joseph M. Fabula, president of Teamster Joint Council 62 in Baltimore, Md., is shown presenting a charter to John J. Schaefer, president of Teamster Local 1010 in Baltimore. The new local union, composed of brewery workers, was extended a hearty welcome by joint council affiliates at a Christmas party.

## Canadian Rep.

# Retirement Banquet Honors Canadian Teamster Ray Greene

**Enjoying a retirement banquet for Ray Greene, Eastern Conference Canadian representative, are (left to right): IBT Vice President Edward Nangle; Fleming Campbell, ECT; Greene; Gerard Forget, president of Local 903, and Robert T. Flynn, ECT.**

Teamster Local 903 of Montreal recently hosted a retirement banquet honoring Ray Greene, retiring as the Eastern Conference of Teamsters representative in Canada for the past 12 years.

Greene, a life-long member of the Teamsters Union, was secretary-treasurer of Local 903 as well as president of Teamster Joint Council 91 prior to his retirement.

He also served as a member of the Canadian Teamsters Coordinating Committee representing local unions in Eastern Canada.

In addition to his Teamster duties, Greene served on the Port Council of Montreal and various other civic committees through the years.

Among those taking part in the banquet ceremonies for Greene were: IBT Vice President Edward Nangle of Reading, Pa., and Eastern Conference officials Fleming Campbell and Robert T. Flynn.

## Toll-Free

# Consumer Info Available By Phoning 800-638-2666

By dialing 800-638-2666 on your phone you can get information about hazardous consumer products and the call will not cost you a penny.

The 800-prefix number is the Consumer Product Safety Commission's (CPSC) toll free "hot line."

Like the 800 numbers used by hotels, airlines and other organizations, CPSC's 800 number means the caller can make the long distance call free.

Consumers can call CPSC:

—To find out if a particular consumer product has been found to be unsafe and, perhaps, banned.

—To complain about a product you believe to be unsafe.

—To report injury caused by a consumer product.

—To request information about selecting safe toys or making a crib safer.

CPSC has indicated a desire to hear from consumers so that it can do its job of assuring consumers of safe products.

Note: In Maryland, residents should dial 800-492-2937, and in Montgomery County, Md., only, dial 492-2937; Washington, D.C., residents should dial only 638-2666.

## ● Deck Hands

Deck hands employed by the International Paper Co., on boats towing wood for pulp paper out of Natchez, Miss., voted unanimously for representation by Teamster Local 54 of St. Louis, Mo., in a recent National Labor Relations Board election, according to John R. Harruff, secretary-treasurer of the local union.

## New Food Contract in Philadelphia

A new 30-month contract between Local Union 500 and the Food Employers group in Philadelphia was negotiated and accepted by members of Local 500.

The wage increases follow the pattern of the National Freight Agreement, as do the pension and health and welfare programs. A new severance program, in which the employer will contribute 15 cents an hour per employee over a three-year period was negotiated and made part of the agreement.

The officers of Local 500 led by Charles Amoroso, President; Bill O'Farrell, Vice President; and Bill Brown, Secretary-Treasurer, were the chief negotiators for the union.

Companies covered by the contract include A & P, Food Fair, Acme, Thriftway, Frankford Unity, and most of the wholesale grocers.

At the ratification meeting, only one member voted in opposition to the contract.

## First to Retire

**Adrian H. Valcourt (second from left) is the first employee of Foss Mfg. Co., of Haverhill, Mass., to retire under the New England Teamsters Pension Plan. Shown at the ceremony presenting a retirement certificate to Foss were (left to right): Robert G. DeRusha, secretary-treasurer of Teamster Local 437; Valcourt; Stephen W. Foss, president of Foss, and Arnold R. Bird, Local 437 business agent.**

## Massachusetts Local Wins Two Ballots

Teamster Local 437 of Haverhill, Mass., recently won two representation elections conducted by the National Labor Relations Board.

Robert G. DeRusha, secretary-treasurer of Local 437, said the wins were at Bradford Man/Made, Inc., in Groveland, Mass., and Leary Beverage (Coca-Cola) in Newburyport, Mass.

Thirty employees at the Bradford warehouse were eligible to vote and the count was 18 to 4 in favor of the union. The beverage vote among 14 employees was by a two-thirds margin in favor of the union.

## ● Youth Jobs

The number of persons 16 years old and over in the civilian labor force is expected to increase by nearly 13.3 million between 1972 and 1980, according to the Labor Department.

## ● Truck Sales

Sales of trucks in the United States exceeded 3.1 million units in 1973, some 19 per cent higher than the earlier record number of 2.6 million units sold in 1972.

## ● Unanimous

Drivers and salesmen employed by Petrolane Williamette Gas Service, Inc., of Portland, Ore., voted unanimously for representation by Teamster Local 162 in a recent National Labor Relations Board election, according to Joe Edgar, secretary-treasurer of the local union.

## ● In California

Tire recappers employed by Williams Tire Co., of Fullerton, Calif., voted 5-to-1 for representation by Teamster Local 88 of Long Beach, Calif., in a recent National Labor Relations Board election, according to E. Lee Dahlenburg, secretary-treasurer of the local union.

## ● In Pennsylvania

Drivers and warehousemen employed by Meats Unlimited, Inc., of Pittsburgh, Pa., voted 4-to-1 for representation by Teamster Local 249 in a National Labor Relations Board election recently, according to Nicholas Sansatta, vice president of the local union.

## Pennsylvania Local Wins Firing Case

Spicher Motors, Inc., of Kittanning, Pa., illegally terminated Harvey A. Fox to discourage activities for Teamster Local 538, according to a recent National Labor Relations Board ruling.

In agreement with the administrative law judge, the Board found the record to be barren of any plausible explanation as to why the company delayed discharging Fox until several days after the union won a representation election—inasmuch as the asserted reasons for the discharge had existed for several months.

Other factors strongly suggested that the employer, irked by the union election victory, seized upon an incident as a pretext to discharge Fox.

Spicher Motors was ordered to cease the unlawful conduct, offer Fox reinstatement, reimbursement, and restore certain work rules and employee privileges which the Board found had been changed unlawfully.

## ● Utah Victory

Office workers employed by Amcor, Inc., a manufacturer of cement pipe and blocks in Ogden, Utah, voted overwhelmingly for representation by Teamster Local 976 in a recent National Labor Relations Board election, according to Kenneth W. Barrow, secretary-treasurer of the local union.

## Local 986 Organizes Union Office

**Office workers employed by the Los Angeles local union of the American Federation of Television and Radio Artists are now members of Teamster Local 986.**

**M. E. Anderson, secretary-treasurer of Local 986, said 17 office employees were eligible to vote in the election conducted by the National Labor Relations Board.**

**The ballot count was 16 to 1 in favor of the Teamster local union.**

# STATE OF THE UNION

## Permit Issued

# Government Gives Green Light For Alaska Pipeline Project

Interior Secretary Rogers C. B. Morton has issued a permit for construction of the 789-pipeline to move oil from Alaska's north coast southward to the ice-free port of Valdez.

Construction work is expected to get underway this spring with completion about three years later. Ultimately, the pipe will have a capacity of 2 million barrels of oil a day.

The construction permit was issued to Alyeska Pipeline Service Co., a syndicate of oil companies including Exxon, Mobil, Phillips, Sohio, Union, Argo and Amerada-Hess. Additional permits must be obtained yet from the State of Alaska, but that paperwork is expected to be completed within a month.

Total cost of the project is estimated at $3.5 billion, making it the largest private construction project on record. Other costs include the nearly $1 billion the companies paid to the State of Alaska for the right to exploit the Prudhoe Bay crude deposits believed to be nearly 10 million barrels of oil.

The pipeline will run almost due north and south, crossing 600 miles of federal lands, with half of it to be buried beneath the tundra.

From the port of Valdez, tankers will carry the oil to West Coast ports in the United States for transport to refineries.

## L.A. Local Wins Ruling At NLRB

The National Labor Relations Board recently affirmed all but one of the unfair labor practice findings of an administrative law judge in a case involving Mission Tire & Rubber Co., of Glendale, Calif., and Teamster Local 495 of Los Angeles, Calif.

The company was found guilty of unlawfully discharging Ivory Stewart to discourage membership in the Teamster local union—telling the other employees that Stewart had been discharged because of his activities—and preventing an eligible employee from voting at a Board-conducted election.

Mission Tire & Rubber was ordered by the Board to cease the unfair labor practice, offer reinstatement and backpay to Stewart for losses suffered, and to withhold recognition from a company-sponsored "union."

## NLRB Ruling Won by Local In San Diego

Penn Pipe & Supply Co., Inc., of Escondido, Calif., was found guilty recently of illegally promising and granting wage increases and other improved employee benefits after having knowledge of the workers' activity for Teamster Local 36 of San Diego, Calif.

The National Labor Relations Board upheld the decision of the administrative law judge in making the ruling.

It was found that the employer's manager, after learning of the union activity, assembled the employees and promised them wage hikes and benefits as a condition of abandoning their interest in the union. Shortly afterward, the workers decided to abandon the union.

Penn Pipe & Supply was ordered by the Board to cease the unfair labor practices and to bargain with Local 36 upon request.

## ● Warehousemen

By a three-fourths margin, warehousemen employed by Kemp-Boone Co., Inc., a liquor distributor in Glen Burnie, Md., voted for representation by Teamster Local 570 of Baltimore, Md., in a recent National Labor Relations Board election, according to Joseph E. Carney, secretary-treasurer of the local union.

## ● Dispatchers

Dispatchers employed by Johnson Motor Lines, Inc., in Cornwell Heights, Pa., voted unanimously for representation by Teamster Local 161 of Philadelphia, Pa., in a recent National Labor Relations Board election, according to Arthur Duckenfield, president of the local union.

## ● Drivers Vote

Truck drivers employed by Berkey Film Processing of New England in Fitchburg, Mass., voted overwhelmingly for representation by Teamster Local 170 of Worcester, Mass., in a recent National Labor Relations Board election, according to Al Robichaud, Local 170 business agent.

## ● Unanimous

Automobile salesmen employed by Jim Bradley Pontiac-GMC, Inc., of Ann Arbor, Mich., voted unanimously for representation by Teamster Local 212 of Detroit, Mich., in a recent National Labor Relations Board election, according to Dave Somerville, Local 212 organizer.

## ● Egg Workers

Workers employed in egg processing at the Quality Farm Products Co., in Cucamonga, Calif., voted for representation by Teamster Local 871 of Pomona, Calif., in a recent National Labor Relations Board election.

## Fitzsimmons Gets Letter From Retiree

**Dear Bro. Fitzsimmons:**

**I want to express my sincere thanks and appreciation to the union for the fine pension I am receiving. I also want to thank Roy Williams and his fine staff of Teamster Local 41 in Kansas City, Mo., for every kindness and consideration shown to me. Many thanks also to Southwest Freight Lines, which is now a division of Interstate Motor Freight System, for their contribution to the pension fund. I appreciate very much our great Teamsters Union and its many accomplishments. To all of you, may your future ever be successful.**

**Fraternally, yours,**
**Frank E. Cheney,**
**Lonoke, Ark.**

## United Way Gives Thanks To Fitzsimmons

General President Frank E. Fitzsimmons received a letter of appreciation recently from James R. Kerr, chairman of United Way of America, for the Teamster leader's support in the 1973-74 United Way campaign.

Kerr wrote: "Much of the success was due to the participation of your members. Many grateful people will benefit from their generosity. We are all richer knowing someone, somewhere, is a little warmer, healthier and happier because we worked together. . . . Thank you."

## 3M Agreement

Shown at the signing of an agreement between Teamster Local 107 of Philadelphia, Pa., and the 3M Co., of Bristol, Pa., are (left to right): Standing—William Myers of 3M; George Massimini, in-plant committee member helpful in organizing and negotiating the contract. Sitting—Jack Smalley, Local 107 business agent; Robert Hanson of 3M, and Louis Bottone, president of Local 107.

### ● In Wisconsin

Production and maintenance workers employed by Northern Conveyor & Mfg., Corp., of Janesville, Wis., voted overwhelmingly for representation by Teamster Local 579 in a recent National Labor Relations Board election, according to Leonard Schoonover, secretary-treasurer of the local union.

## Banquet for Namey

Some 1,200 friends and members of Teamster Local 401 in Wilkes-Barre, Pa., joined together in a testimonial banquet of tribute for Elias Leo Namey, business agent, upon 25 years' continuous service to the local union. Shown on the occasion are (left to right): IBT Vice President Edward Nangle of Reading, Pa., and president of Teamster Joint Council 53; Namey and his wife; John Greeley, National Warehouse Division director and principal speaker at the affair; Mrs. Belusko and Francis Belusko, president of Local 401, and Mayor Con Salwosky.

## One in Five Go Teamster In October

One of every five workers selecting union representation in single-union ballots won by all unions last October voted to go Teamster, according to the National Labor Relations Board.

Altogether, 14,450 employees were eligible to cast ballots in the single-union votes conducted by the NLRB that month. Of the total, 2,990—or better than 20 per cent—chose Teamster representation.

There were 691 single-union elections conducted by the NLRB in October with Teamster affiliates participating in 237—or more than 34 per cent—of the total.

All unions together won 353 of the single-union votes with the Teamsters accounting for 116 of the wins—or nearly 33 per cent.

# SAFETY & HEALTH

## Durham Urges Safety Committees As Part of Labor Contracts

**R. V. Durham, director of the IBT's Department of Safety and Health, urged members of the policy committee of the Western Conference of Teamsters to establish, through collective bargaining, joint union-management safety committees.**

**Speaking to policy committee members in Las Vegas, Nev., last month, Durham said:**

**"In this way, we can better focus on the safety and health hazards in our jurisdictions and devise the means by which they can be eliminated for the benefit of the membership."**

**Durham explained that initial efforts of the newly established Safety and Health Department are geared to coordinating activities with persons assigned to oversee such activities in each of the four Area Conferences.**

**With their assistance, Durham intends to devise and implement a program in association with officials of OSHA (Occupational Safety and Health Act).**

**Ultimately, Durham plans to conduct seminars on safety and health in each of the Area Conferences.**

### Federal Survey

## Job-Related Injury, Illness Hits 10 Per Cent of Workers

There were more than 5.6 million work-related injuries and illnesses recorded in private industry—excluding railroads and most mining—during 1972, according to the Labor Department.

The total of recordable injuries, that is, those requiring first aid treatment, meant that on the average about one of every 10 workers experienced a job-related injury or illness during the year.

The statistics were taken by the Bureau of Labor Statistics from a survey among 600,000 employers in the United States.

BLS spokesmen pointed out the results were significant because 1972 was the first full year under the Occupational Safety and Health Act of 1970, and therefore will serve as a basis for comparison with future surveys.

The 1972 survey showed that, in the total private nonfarm sector, the number of injuries and illnesses per 100 full-time workers for all recordable cases was 10.9. Rates for industry division ranged from 2.5 in finance, insurance and real estate to 19.0 in contract construction.

Rates for contract construction and manufacturing exceeded the rate for all industries surveyed. Rates for transportation and public utilities, wholesale and retail trade, services and finance, insurance and real estate fell below this level.

Most of the injuries and illnesses did not involve lost work time. Lost workday cases accounted for about 30 per cent of all injuries and illnesses. An estimated 25 million workdays were lost during 1972. This figure, which excludes fatalities, is equivalent to a loss of 100,000 man-years of work.

Reporting units with less than 50 or with 1,000 or more employees tend to have lower incidence rates than units in the mid-size classifications. The highest rate occurred in reporting units of 100-249 employees with an all-industry rate of 14.6 recordable injuries and illnesses per 100 man-years of work.

Occupational injuries accounted for 96 per cent of the total cases: illnesses 4 per cent.

### Lead the Way

## Union Initiative Urged To Alert Worker Safety

Unions must take the initiative in alerting their members to workplace hazards and how to take corrective measures against the dangers, according to John H. Stender, Assistant Secretary of Labor for Occupational Safety and Health.

Stender said: "The unions of our land have fought long and hard to bring dignity to the lives of our workers. At first, we had to struggle for adequate wages and tolerable hours so that a decent living could be earned for our families."

Stressing that there is more to be done, Stender continued: "This involves creating a work environment which will enable workers to earn wages in a safe and healthful manner. America is coming to the conclusion that those who produce its necessities and its luxuries should not have to pay for their efforts with their lives and limbs."

Stender pointed out that under the Occupational Safety and Health Act of 1970, an employee has the right:

—To request information from his employer concerning hazards or toxic substances in the workplace.

—To accompany inspectors during the examination and point out unsafe conditions.

—To observe the monitoring of hazardous materials.

—To request an inspection of the workplace by submitting a complaint in writing to the nearest OSHA area office.

### A Neutral Observation

## Conservative Canadian Parliament Member Views Farm Worker Collective Bargaining

*(EDITOR'S NOTE: John Reynolds is a Conservative member of the Canadian House of Commons. Recently, he made an on the spot investigation of the controversy over union representation of farm workers in California. The following are his observations upon completion of that investigation.)*

I accepted an invitation from the Vancouver Teamsters to examine the labour situation involving thousands of farm workers in the California grape vineyards. There was a clear understanding that I would be given a free hand to examine any area of concern in the dispute and to this end I also secured the cooperation of the British Columbia Federation of Labour in my undertaking.

It had become increasingly apparent that the conflict between the Teamsters organization and the B. C. Federation of Labour which supported Cesar Chavez was drawing closer to open conflict here in British Columbia. With our Province dependent upon California produce during the winter months, there was concern in my mind that this could be reflected in substantially higher prices for fresh fruit and vegetables to our local consumers. At present only grapes are involved, but it can only be a matter of time before fruit and other vegetables conceivably could also be effected.

At the time of this visit, approximately 40,000 farm workers were represented by the Teamsters and around 6,000 (although some estimates place this figure substantially lower) by Cesar Chavez's United Farm Workers Union.

It was obvious from discussion with individuals on both sides of this dispute that there was an intensive struggle taking place for control of the farm workers and that violence had taken place on both sides. Discussions were currently being held between Cesar Chavez, leader of the United Farm Workers, and Frank E. Fitzsimmons, Teamster General President, with George Meany of the AFL-CIO attempting to mediate the dispute.

In fact, some agreement had been worked out just prior to my departure, but even this agreement was clouded

### Non-Violent Myth Shattered

## Chavez Makes Restitution For Assault, Shooting

The hypocrisy of Cesar Chavez and his United Farm Worker followers who preach non-violence but often act to the contrary has become a distinct embarrassment to them.

It is especially disconcerting to those who had a part in arranging for him recently to be singled out and awarded, with considerable fanfare, the Martin Luther King, Jr., "non-violent peace prize". King's widow, Correta, even got into the act by saying on a nationally-televised program that Chavez was chosen for his "courageous non-violent struggle for economic independence and human dignity."

Such praise might have been more palatable and believable had not Chavez, himself, signed two checks totaling $8,850 only two months earlier to satisfy, in out-of-court settlements, suits that involved personal injury to two men, allegedly inflicted by members of the United Farm Workers.

The checks were drawn on the general fund of the United Farm Workers and issued to Rudolph Pili and Homero Mendiola. Pili was severely beaten, some blows being applied to his head and body with a lead pipe, and Mendiola was shot seven times in mid-1970 in Santa Barbara County, Cal., during a jurisdictional dispute between the United Farm Workers and the Teamsters.

Chavez along with about a dozen of his UFW followers were named defendants in damage suits filed by the victims. However, Chavez never let the case come to trial so that testimony shattering the myth of his non-violent stance could be spread on the court record. Instead, he chose to settle the suits out of court.

Checks in the amount of $6,407.13 went to Mendiola and one for $2,443.87 was issued to Pili, both of them being signed by Chavez. Such is the fallacy of his posture of non-violence.

with legal complications and there was grave doubt that the farm workers or the growers themselves would welcome the settlement which was to eventually turn over to Chavez control of all the farm workers, dependent on the following conditions: (1) Upon expiry of existing Teamster contracts, Chavez shall negotiate with the growers for new contracts; (2) The existing boycott of grapes shall cease immediately; (3) Chavez shall refrain from encroaching upon jurisdictional areas of the Teamsters, i.e., canneries; (4) Satisfactory social welfare programs such as those currently operated by the Teamsters shall be made available to the farm workers.

In other words, notwithstanding the fact that the Teamsters were representing at least six times more workers than Chavez, the Teamsters were prepared to offer this settlement to cease the hostilities between the two organizations and return stability to the labour scene.

### Great Deal Desired

I do not hesitate to express my concern that Mr. Chavez's operation left a great deal to be desired—certainly there was no evidence of any social programs on the scale that I observed in the Salinas Headquarters of the Teamsters office. Through a recently created Social Services Department, the farm workers associated with the Teamsters (80% of whom are of Mexican origin) were able to make use of that department which had been created to provide information on medical plans, unemployment insurance, workmen's compensation, and other general information which had previously been unavailable to them.

While it is not my intention to paint a glowing picture on behalf of the Teamsters organization, I make no hesitation in suggesting that the reports reaching the average citizen have been so biased in favour of Mr. Chavez that one must search rather thoroughly to find any reports of grievances against the United Farm Workers Union. Such, however, is not the case. The hiring-hall practices of Mr. Chavez reek of corruption and represent a return to the pay-off system that the workers were forced to exist under many years ago. That the Teamsters were able to retain the number of workers in their organization as opposed to the fact that the growth of the United Farm Workers numbers had ceased and in fact was diminishing, is a fact that seems to have escaped most reports.

Enlarging on the hiring-hall practices is a crutial aspect in understanding the problems faced by the farm workers. Before obtaining a job with Chavez, a "dispatch card" was needed from the Union. To get a dispatch card, all dues had to be paid and it was not unusual that past dues were collected at this time. The opportunity for favouritism obviously was great, and individuals who had worked for years with their families for one particular grower were finding that not only were they not being sent where they wanted to go, but occasionally a man and wife team would even be split up—all at the whim of the hiring-hall boss. Under the Teamsters, the workers were free to seek their own employment wherever they chose, they could start and quit when they chose, and payment of Union dues was based solely on the wages received. In addition, workers point out provisions of unemployment insurance payments under the Teamsters agreement, which are indeed rare in the agricultural field.

### No Racism

The claims that Union management of either the Teamsters or the United Farm Workers is racially unbalanced is not a fact and both employ Chicano staff at all levels of the Union.

Each side has complained bitterly that the other fails to honor agreements that have been worked out in the past, and it is difficult to trace the truth of these statements to either Union, but it is safe to say that both have strayed in this regard. The settlement which was reached on the first of October indicated, as outlined previously, that the grape boycott would cease immediately. Recently full-page ads, however, indicate that this term of the agreement has already been broken by Chavez and this casts doubt on the entire agreement, as it would appear that once again no real attempt will be made to honor the settlement with the Teamsters.

Claims and counter-claims abound on either side, as is understandable in any conflict, but there are two factors that concern me in this dispute. Firstly —if Chavez is supposed to be the hero of the Mexican farm workers, why has he been unable to attract more workers to his cause, and why has he spent so much time appearing on radio and TV urging the support of the consumer in his fight to obtain control of the farm workers? Secondly —and this applies primarily to us in British Columbia, why has the B. C. Federation of Labour taken such a militant stand for an individual who can best be described as a questionable leader of a failing movement?

That the B. C. consumer should become a political pawn in what is obviously a Union power struggle is more than this writer can accept. If these two Unions cannot settle their grievances between themselves, then it is their responsibility to resort to legal means to determine a final outcome.

Certainly it is time to turn off the propaganda machines and cease bombarding the public with myths and fantasy. Chavez is no more a hero than the Teamsters are villains and the grape boycott is being used purely as a tool in an opposing struggle between two aggressive Unions. For either Union to ask the support of its members in their fight is only fair and reasonable. But to try and mislead the public into supporting any Union position through half-truths and misleading statements is to break a longstanding trust with the general public.

## ● In Chicago

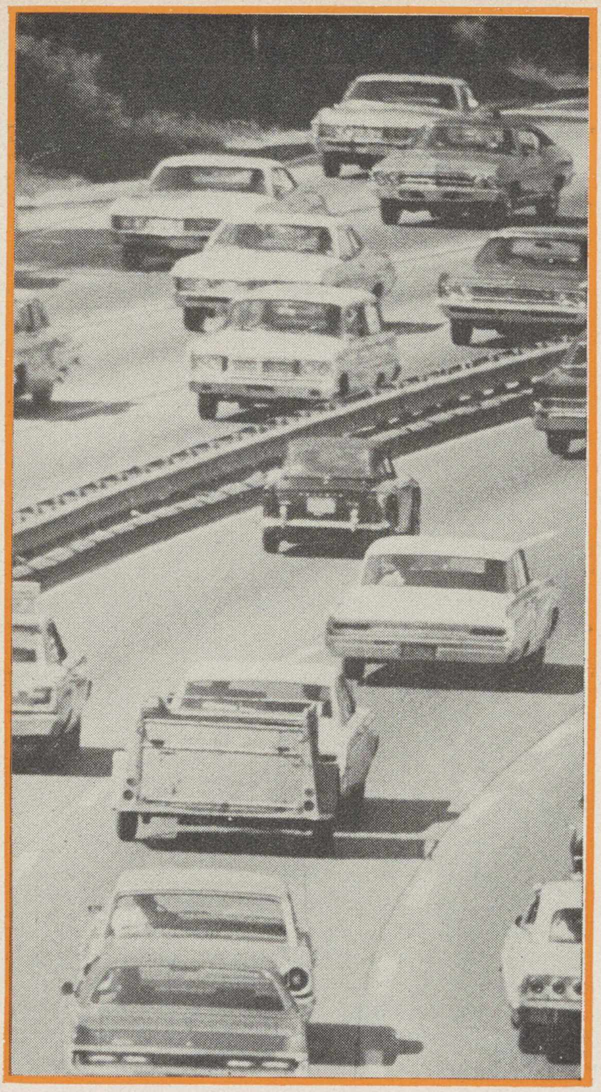
Workers employed at Aetna Plywood & Veneer Co., in Chicago, Ill., voted overwhelmingly for representation by Teamster Local 710 in a recent National Labor Relations Board election, according to William D. Joyce, secretary-treasurer of the local union.

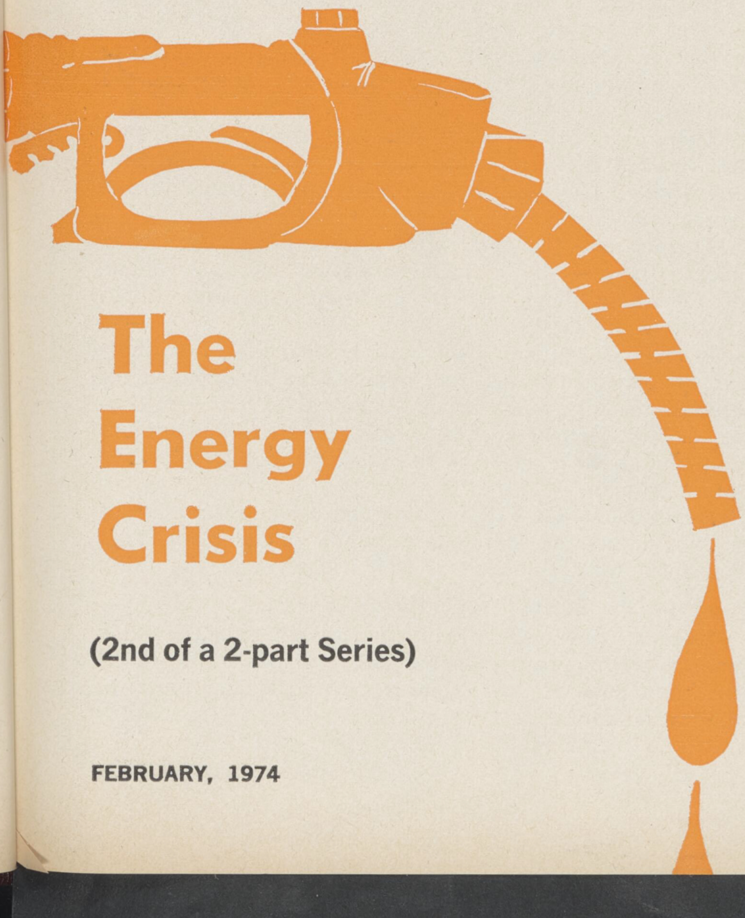
## ● State Bureau

The first state labor bureau was established in Massachusetts in 1868, according to the Department of Labor publication, "Important Events in American Labor History."

## ● Safety-Health

The Occupational Safety and Health Act of 1970 was passed by Congress "to assure so far as possible every working man and woman in the nation safe and healthful working conditions."





# The Energy Crisis

(2nd of a 2-part Series)

SO FAR, most Americans have found it popular to pooh-pooh the idea of an energy crisis. They have asked, in one way or another, where is the crisis?

They have been confronted, in large part, with little delay in getting gasoline for the family buggy. They managed the holidays without much trouble. They continue to top new speed laws by five or ten miles an hour. Their homes, even with depressed thermostats, remain comfortable.

And luxury of luxuries, they have been able to sit back in a comfy chair and watch the television news relate the story of some poor soul elsewhere who has actually suffered a loss in some sort of energy shortage.

They would do well to take another look.

The inventory of oil on hand at the end of last November was about 200 million barrels—a 2-month supply. The days have been ticking by, each one contributing to what has come to be called an increasing "shortfall."

All the clues point to the following plot in this tale: Oil—the want and need of it—is only the most prominent feature of America's energy crisis.

As mentioned earlier, oil accounts for only about a third of the domestic total of 59.4 quadrillion B.T.U.'s produced in the U.S.

Natural gas provides 33 per cent of the nation's B.T.U. energy, coal 20 per cent, hydropower 4 per cent. There is a negligible amount of geothermal power that is homegrown. The remainder of America's energy is imported with most of it being in the form of oil and liquified gas.

Try natural gas for size. It's the dream fuel because it doesn't pollute the environment. However, government regulation historically has kept the price of natural gas much lower than the price of oil with equivalent heat value.

The result is that while powerful and effective incentives have been created to maximize the use of natural gas, there has been little incentive offered to find it. Consequently, there is a growing shortage of natural gas which has not received the publicity accorded the oil shortage.

Even should the search for natural gas receive impetus by price increases or some other spur, supplies of this fuel are limited. It is believed that the supply of natural gas in the U.S. can last for only a few more decades. It will increase in value as the supply dwindles.

Coal has suddenly gained respectability as the darling of the fuel hunters. There are still enormous deposits of coal remaining in the U.S. despite the millions of tons that have been mined through the years.

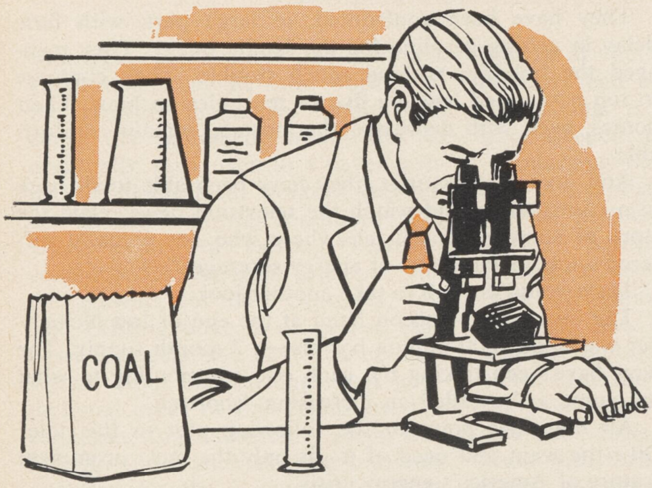
In fact, the experts say there is enough coal capable of producing heat and electricity for centuries. Yet it stays in the ground because of cost and environmental reasons.

The cheapest way to secure coal is through strip mining. It is a process in which giant shovels peel back the earth and leave a big scar. Methods of healing the land after this kind of mining are expensive. Underground mining, aside from the dangers to men engaged in such work, is even more expensive than strip mining.

Reactivating coal mines or starting new pits is not an overnight process, either. It takes months to cut through the red tape of financing and planning which must precede actual tunnel construction.

Once the coal is taken from the ground, it becomes a major bone of contention. The mineral has a high content of sulphur and other impurities that quickly foul the air. Under certain weather conditions, air conveying the products of coal combustion can become poisoned and prove fatal to people suffering from respiratory and cardiac diseases.

# SPECIAL REPORT



New techniques for liquifying and gassifying coal so as to phase out harmful pollutants while retaining the energy are under study. But those studies are expensive and time-taking. It will be years before experimental models can be devised.

## SHALE AND GEOTHERMAL

There are two outstanding potentials of energy supply for the U.S. that may be brought to maturity in the future. One is oil shale. The other is geothermal steam.

Experimental work on oil shale has been going on in the Rocky Mountain area since World War II. It is a system of extracting crude petroleum from a rock called marlstone. The rock is crushed, cooked at high temperatures, and oil drained from it.

The bulk of U.S. shale deposits are called the Green River Formation. Government-owned in large part, they are found in the badlands of Colorado, Utah and Wyoming. The Interior Department estimates the known deposits at about 600 billion barrels of oil, and some private estimates have gone as high as two trillion barrels.

Early last month, the Interior Department sold $641 million worth of leases on 5,089 acres of oil shale land in Colorado to bidding petroleum companies.

It is anticipated that the first oil shale processing plants will begin production in 1978 on a limited basis. They will produce only about one per cent of the nation's daily oil need. Beyond that, it will take a decade before oil shale production is quadrupled.

However, the practicality of squeezing oil from shale is uncertain for the same reason that research on it has moved at a slow pace through the years. It is expensive. The initial plant will cost $250 million and there is a large question mark as to whether the operation will be economically feasible.

The Interior Department has been busy also in paving the way for development of geothermal energy.

This is a method of trapping underground steam by sinking pipe into the earth. The steam rushes upward where it is directed against turbine blades much as wind moves against a pinwheel. The rotating turbine then turns an electric generator.

In late January, the Interior Department sold leases to high bidders on three geyser-rich tracts in Northern California where geologists are certain there are known potentials for developing geothermal energy.

The authority for the leasing is the Geothermal Steam Act of 1970 which came about when engineers reached the conclusion that geothermal energy could supply between one and 20 per cent of the nation's electric generating capacity by the year 2000.

There are about three to five years of geothermal experimentation in the immediate future before a definite road can be mapped for future development.

One important fact about geothermal energy is that the system does work successfully and is now in operation on a small scale in some areas.

## NUCLEAR ENERGY PROSPECT

Perhaps the greatest optimism about the future of energy resources for the U.S. centers on the prospect for nuclear power.

At the moment, there are about 40 nuclear plants now in operation. They account for an estimated 5 per cent of the nation's supply of electricity.

Atomic Energy Commission experts believe that by the early 1980's there could be 150 nuclear power plants delivering probably a fourth of the country's electric power. The energy, however, still would amount to only 5 per cent of the total needed by the U.S.

When the Atomic Industrial Forum—the nuclear-power industry's trade association—met recently in San Francisco, there was great enthusiasm expressed for the idea of reaching a goal of freedom from dependency upon imported energy sources by 1980.

The years between now and then, however, were a source of worry. There has been a continuing problem of reliability in nuclear plants already in operation. Breakdowns are frequent.

In addition, completion time for more than half the nuclear power stations ordered to date has lengthened from an average of 5.5 years to more than 8 years.

There are other problems, two of which might better be described as nightmares for the decision makers in government and industry.

One fear, which nuclear specialists insist cannot happen, is that a nuclear power plant could explode and devastate an area as though it were an atomic bomb. The other fear is that an accident might produce leakage of radioactive gases and liquids over a wide area with somewhat the same result.

There are other problems. One is thermal pollution that has resulted in massive fish kills in areas where streams and lakes have been heated higher than their normal temperatures.

There is also the problem of disposing of the ashes of nuclear power—the radioactive wastes that are capable of remaining dangerous for hundreds or, some think, thousands of years.

In any case, uranium, the basic nuclear fuel, is in short supply which explains the interest in development of breeder reactors which produce more fuel than they consume. Yet, such breeder reactors are fed with plutonium and plutonium is possibly the most poisonous substance known to man.

Nevertheless, the U.S. is going ahead on construction of a $700-million breeder demonstration power plant. It is scheduled for completion in Oak Ridge, Tenn., by 1980.

## ENERGY EVERYWHERE?

Scientists involved in energy research probably look upon everything as a potential source of power. However, the great bulk of their work is theoretical and tuned to the far, far future.

Beyond the year 2000 there is hope of harnessing fusion power and solar power.

Fusion, for instance, has little pollution potential and the heavy hydrogen needed for the process is available in unlimited amounts. However, the engineers still have not found a way to control thermonuclear fusion for power production.

Solar power is fine if the energy need is located in warm climates. Otherwise its potentialities seem limited. Solar power can heat homes and produce hot water but researchers still have not found methods of getting heavier duty out of the sun's rays. One problem is that of expense, especially in terms of storage.

An important potential source of energy that is generally neglected is magnetohydrodynamics. The process is simpler than the name.

Magnetohydrodynamics is a way of producing an electric current by passing an ionized gas through a magnetic field. It has good possibilities as a future energy source because it can utilize coal. Also, it is theoretically an efficient process and is almost totally free of pollution.

The U.S.S.R. has spent a great deal of money researching and developing hydromagnetics and now has two plants feeding into the Moscow power grid by way of demonstrating its practicality.

Far in the future is yet another concept of energy source. Physicists in California have been studying the idea of devising a super clean method for extracting nuclear energy by a combination of fusion and fission. The possibility of success is unknown because the system depends upon laser technology that is still in its infancy.

There are other energy searches underway at a more grass-roots level, many of which simply involve the redistribution of materials.

Receiving the most publicity to date is that of transforming garbage into power. Several companies are experimenting with pilot garbage gasification plants as they follow pioneering work done by several large European cities in the past decade.

The City of St. Louis, Mo., with partial funding from the federal government, has an experimental plant working with a mix of one part garbage and nine parts coal to generate electricity.

The City of Nashville, Tenn., is pathfinding with a major experimental plant which is the first of its kind in the country. Called a "thermal transfer plant," it is designed to convert 1,400 tons of solid waste daily into steam. The steam is used to heat buildings in the winter and air-cool them in the summer.

There has been a revival among inventors dedicated to powering automobiles. The Stanley Steamer method is being worked over and a few innovators are struggling to build coal-burning cars.

Finally, there is the professor at Oklahoma University who has been working seven years to develop an economic fuel for cars. He claims to have created a workable mixture of gasoline laced with 13 per cent water.

## ENERGY vs. ENVIRONMENT

President Nixon's formal recognition of the energy crisis last November triggered a variety of domestic reactions.

One of the most vehement reactions soon developed into a clash between the energy users and the environmentalists. It started quietly as a preliminary bout and keeps moving toward main event status as the crisis deepens.

Anchored in the middle of the tussle is Russell E. Train, head of the Environmental Protection Agency. His responsibility is that of administrating the country's environmental laws.

At the core of the fight is whether the enforcement of the Clean Air Act of 1970—and related anti-pollution statutes—should be lessened in the interest of conserving fuel and avoiding energy waste.

"Environmental problems are certainly part of the energy mix," said Train recently. "But when you analyze the shortages, the environmental contribution has been relatively minor."

Opposing any idea of an "environmental sellout," Train acknowledges there may be a need to allow some variances as in the case of power plant fuel restrictions. But this should not signal any general repudiation of environmental protections.

It is Train's feeling that the Clean Air Act is the main point of pressure. People are concerned over auto emission standards, transportation control strategies to curb city traffic, and court-ordered non-degradation rules.

At the moment, there are too many variables for the government to come up with a sure-fire answer, Weather and availability of energy supply have a great bearing on the problem of energy versus environment.

Train is the first to admit that, yes, it may be necessary to sacrifice some of the primary, health-related standards, and adds, "We're deluding ourselves if we think we're going to get through the winter without granting such variances." However, variances will be of short duration and on an emergency basis only.

So far as changes in environmental laws, Congress may be asked for more flexibility on clean-air deadlines for major cities and auto standards for manufacturers. Undoubtedly public opinion is going to have a bearing on what decisions the government makes regarding off-shore drilling and strip mining.

Energy conservation may wind up becoming one of Train's most important daily tasks. In his view, concentrating only on energy supply may lead to false decisions because the U.S., which already burns up 30 per cent of the world's energy, has an energy demand that is rising at 5 per cent a year.

"We ought to set a national policy of reaching a lower energy growth rate," says Train who has suggested a 2 or 3 per cent figure.

When asked recently how much energy is wasted in the United States, Train replied, "I don't know exactly, but it's a helluva lot."

## EFFECTIVE ENERGY MANAGEMENT

Industrial leaders have been reviewing the corporate utilization of energy with the thought in mind that more effective management might cut down the amount of plant energy expended.

An authoritative estimate made recently was that American industry could save the energy equivalent of more than 1.5 million barrels of oil a day—more than 6 per cent of national consumption—in fuel that is largely being wasted now.

The estimate was made by E.I. du Pont de Nemours & Co., one of the largest corporations in the land, on the basis of experience in consultative engineering work for some 110 industrial companies.

du Pont spokesmen claim that meaningful conservation efforts at most plants could result in a 15 per cent reduction in total energy usage. Furthermore, more than half the savings could be achieved without significant investment in new equipment.

Among the saving methods are elimination of sheer leakage of power, reduction of excessive safety margins in power supply to particular processes, process changes, and the exercise of ingenuity to meet needs for increased power.

Industrial waste of energy, du Pont claims, has sort of grown like Topsy through the years. Energy has been so abundant that nobody paid much attention to it.

Looking at it from the standpoint of saving energy, a British expert asserts that American industry easily could make a 10 per cent saving in energy use without working up a sweat. Acccording to Harvey Morris, a fuel expert consultant, "American industry could easily save 3 to 6 million barrels a day of oil equivalent with a sustained conservation effort."

Some industrial leaders offer yet another solution to prevent waste and conserve fuel. John D. deButts, chairman of the American Telephone & Telegraph Co., has the opinion that much of the energy crisis is a management problem, adding that it can be solved in matching energy needs to available resources.

The government is thinking along these lines, too. Right now the Federal Power Commission is sifting through a stack of reports from electric utility companies responding to an FPC query on how they might best conserve fuels.

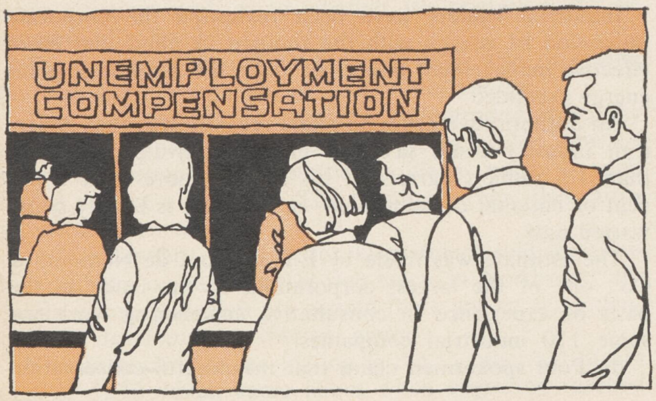
It is the view of John N. Nassikas, chairman of the FPC, that the nation's consumption and production of electric power can and should be cut by an average of 10 per cent. Scattered energy conservation audits, Nassikas says, have shown that industry could shave an enormous amount of its fuel expenditure.

### ENERY AND PRODUCTION

The oil shortage is having a more depressing effect upon the productive ability of American industry than it is having so far on the mobility of people and goods.

There is hardly a product assembled in U.S. plants that does not contain plastic components or, in some instance, is almost wholly plastic. Oil is one of the basic raw materials in the manufacture of plastics.

The danger is that any prolonged cutback in petrochemical production will have a domino effect on the plastics industry which employs an estimated 225,000 workers altogether. Not only would hundreds of products become scarce, but thousands of jobs would be lost in the ripples of shutdowns.



Plastic shortages already were underway when the energy crisis hove into view. Last November, the Plastics and Metal Producers Manufacturers Assn., revealed that its 174 member companies normally employing 14,000 workers had to put nearly a third of the force on furlough or short work weeks.

Auto manufacturers were having to alter their production schedules before Christmas because of plastic shortages. The average 1973 model car contained 138 pounds of plastics; this year's models will average 153 pounds each.

While the production of steel, aluminum, copper and other metals has not suffered because of lack of fuel, the companies operating in those industries are slowly edging out on the thin ice.

All the metals industries are vulnerable to a fuel squeeze. It takes an enormous amount of energy to extract metallic elements from rock and ore.

Remember those British thermal units? It takes about 40 million B.T.U.'s to produce one ton of finished steel. Even though 70 per cent of the steel industry's energy comes from coal, it still used an estimated 2.3 billion gallons of oil in 1973.

ALCOA estimates it takes about 112,000 B.T.U.'s to refine a pound of primary aluminum. Although about 45 per cent of the power used in aluminum plants comes from hydroelectric sources, oil and gas still are needed for finishing operations.

Copper companies, which must put ores through a great amount of crushing, concentrating and refining, are widely vulnerable to a fuel shortage. They use fuel at every stage.

The manufacture of drugs is perhaps an even more serious area where production is in critical condition. Petroleum is important to the industry. Penicillin, cortisone and other vital drugs may soon be in short supply because the petroleum-based solvents needed for their manufacture—such as acetone, methanol and isopropanol—are running short.

There was already a housing slump in the U.S. when the energy crisis developed. Now the housing industry is staggering for want of petroleum-derived building materials and diesel fuel for operating heavy construction equipment.

The chief economist for the National Association of Home Builders commented on the eve of 1974 that the industry could be going into the deepest recession it has ever had.

### THE INITIAL ATTACKS

The first phase of the grass-roots attack on America's fuel problem was a voluntary one spurred by William E. Simon, head of the Federal Energy Office.

It was pegged to wilful conservation of gasoline as motorists were encouraged to decrease driving speeds and eliminate unnecessary trips. In addition, home owners were asked to lower their heating thermostats. Fuel users of all kinds were requested to cut back their expenditures of any kind of energy.

The attack was successful in part, particularly in the reduction of gasoline consumption. However, by the first day of 1974, car owners in major cities were beginning to panic as they queued at service stations. In some areas, false shortages were the result.

Then came the stories of corporate stockpiling of oil and other forms of hoarding. Simon's office immediately announced an investigation of possible hoarding of oil that could be contributing to local fuel shortages.

Meanwhile, the Federal Energy Office was preparing for the second phase of the initial attack on conservation of fuel. By mid-January, all petroleum allocation regulations were in full effect.

The regulations severely limit fuel consumption by the nation's airlines, allocate crude oil to refineries based on capacity and total crude oil supply, require specified allocations of residual oil to the nation's power plants, and allocate heating oil on the basis of reduced indoor temperatures in homes and businesses.

The regulation apt to touch every American involved the limiting of filling stations to no more than 90 per cent of the gasoline their pumps received last year. A part of the plan included establishment of a system for gasoline distribution giving top priority to farmers, public transport systems, emergency services and fuel production operations.

Looming in the background was the prospect of gasoline rationing. Simon indicated the Administration would follow through on its early policy of desiring to avoid rationing if at all possible, but that if voluntary conservation did not work, rationing would come.

Even as the government made preparation for a gasoline rationing system that might go into effect in March, the Federal Energy Office found it necessary to permit increases in prices for gasoline and heating fuel.

Domestic fuel prices are directly influenced by the spiraling hikes in the price of foreign oil. World prices promise to go even higher than the point of nearly $9 a barrel at the end of 1973. There is no way to escape it.

### ENERGY'S ECONOMIC WRATH

It is the economic implication of recent oil price increases on the world market that are so staggering as to literally confuse most government and private analysts and planners.

Secretary of State Henry A. Kissinger has calculated that even if 1974 oil consumption in the United States is reduced to 1972 levels, the energy import cost will go to more than $20 billion from $4.5 billion a couple of years ago.

Kissinger's assumption is based on average crude oil prices of $9 to $10 a barrel and does not allow for additional costs likely if the nation adds to its purchase of distillates and gasoline.

John Winger of Chase Manhattan Bank, one of America's most influential financial institutions, suggested as 1973 came to a close that the only way in which the world will avert an economic collapse is a major effort to develop more oil and alternative energy sources. At the same time, oil-producing nations would have to limit production to prevent gross capital imbalances that might otherwise develop.

Winger's understanding of the situation has only one implication: Inflation and a reduced standard of living throughout the non-oil-producing world. There is no way that higher costs for oil can be met except at the cost of reduced personal consumption for other things. In the U.S., the reduction might amount to as much as $15 billion.

What amounts to a translation of these gloomy predictions was made by Herbert Stein, chief economic advisor to President Nixon. Stein predicted that inflation in the U.S. will continue at a pretty high rate this year and that it will not begin to level off until after the worst of the energy shortage, that is, when the warm weather months appear.

Taking note of the impact of Arab oil price hikes on national economies and the international monetary system, Stein said higher oil prices undoubtedly will change the economic positions of the countries around the world.

"The new situation," said Stein, "will make us poor and the Arabs richer." The process of adjustment can be made, Stein added, but it will be difficult.

### EVERYBODY'S PROBLEM

Yes, there is an energy crisis.

It was here before the Arab oil embargo. The embargo simply served as a spotlight.

The crisis was spelled out more than a year ago by the authors of a book entitled, "The Energy Crisis." Lawrence Rocks, a chemist, and Richard P. Runyon, a behavioral psychologist, laid out the energy problem exactly as we have become aware of it today:

—World supplies of oil and natural gas are rapidly dwindling.

—Nuclear power in sufficient quantities is far in the future.

—Just a 4 per cent annual increase in energy consumption will double the demand in 17 years.

There appears to be no way to fill the gap of immediate energy needs even to support the 4 per cent annual increase in consumption. A good analogy of the problem has been provided by Rocks and Runyon. It goes like this:

*Question—Do you know how to make spaghetti and meatballs?*

*Answer—Yes.*

*Question—Can you make me 1,000 plates of spaghetti and meatballs for tonight?*

*Answer—But the kitchen isn't big enough. I don't have enough spaghetti. I don't have enough help. I can't do it.*

Pressures to get the country from under the dire effects of the energy crunch certainly will build up like an enormous fire under the legislative and executive branches of our government in the weeks to come.

Solutions will be neither easy to formulate, easy to put into action, or perhaps easy to accept.

Americans inevitably will realize that while government cannot manipulate or force a shift in life styles, at least it can take certain steps to make the marketplace respond realistically to the values and desires of people affected by shortages of energy.

If need be, the changes will come naturally. Personal priorities can be realigned with relative ease so that human relations, education and other noble pursuits will continue unabated even as creature comforts assume lower priorities.

"Many people will suffer hardships until the energy crisis is met," wrote Teamster General President Frank E. Fitzsimmons in the November, 1973, issue of *The International Teamster* magazine. "In accordance with this nation's long-standing tradition of fairness, we in the International Brotherhood of Teamsters believe that the hardships should be spread on the broadest possible base, insuring that no one segment of our society bears the burden for all."

In other words, we are in the problem together; we have to get out of it together.

# Senate Voting Records—93rd Congress

## (First Session)

**Published below are voting records of U.S. Senators on key issues during the first session of the 93rd Congress. Senators were rated "R" (right) or "W" (wrong) on 10 key issues on which the International Brotherhood of Teamsters took a strong position. "NV" indicates the Senator did not vote on the issue. Voting records of the House of Representatives will be published next month. The 10 key Senate issues were:**

### 1. Highway Trust Fund

For the second time since the Highway Trust Fund was established in 1956 to finance construction of the Interstate Highway System, the Senate approved a major change in the law setting up the fund to allow some of its revenue to be spent on urban mass transit system. The language authorizing this use of the trust fund was contained in an amendment introduced by Senators Edmund S. Muskie (D-Maine) and Howard H. Baker, Jr. (R-Tenn.), and was adopted March 14, 1973, by a 49-44 vote. A Right Vote "R" was a vote for the Muskie-Baker amendment.

### 2. Voter Registration

Proponents of a postcard voter registration system for federal elections were able to claim a double victory May 9, 1973, when a successful cloture motion (a motion to cut off debate) terminated a month-long filibuster on the measure. The successful cloture vote was followed by passage of the bill by a substantial margin. The motion was agreed to 67-32, one more than the two-thirds majority needed to invoke cloture. A Right Vote "R" was a vote in favor of the motion.

### 3. Prepaid Legal Services

During the May 16, 1973 floor consideration of the bill designed to amend the Taft-Hartley Act to permit collective bargaining on employer contributions to joint labor-management administered funds covering prepaid legal services for union members and their families, Senators John G. Tower (R-Texas) and Paul J. Fannin (R-Arizona) offered an amendment unfavorable to labor. The amendment would have made prepaid legal services programs a permissive rather than a mandatory subject of collective bargaining. The amendment was rejected 66-26. A Right Vote "R" was a vote against the Tower-Fannin amendment.

### 4. Minimum Wage

Senator Peter H. Dominick (R-Colo.), in an attempt to restrict minimum wage increases and coverages, offered an amendment in the form of a substitute bill on the Senate floor. The substitute would have decreased the wage increases and deleted the additional coverages provided in the bill. In addition, the amendment would have established a subminimum wage for youths under 18 and full-time students. On July 18, 1973, defeated the Dominick amendment by a 40-57 vote. A Right Vote "R" was a vote against the amendment.

### 5. Minimum Wage

Senator Peter H. Dominick (R-Colo.) July 19, 1973, offered an amendment that would have reinstated overtime pay exemptions for agricultural processing employees during a 20 week period of the harvest season. A vote against this amendment is a Right Vote "R" because it provides for overtime pay when extra hours are worked. The amendment was rejected 41-56.

### 6. Food Stamps To Strikers

The Senate completed its action July 31, 1973 on the Agriculture and Consumer Protection Act of 1973 by defeating an attempt to prohibit the issuance of food stamps to strikers. The decision came when the Senate voted 58-34 in favor of a motion by Hubert H. Humphrey (D-Minn.) to kill an amendment by Jesse A. Helms (R-N.C.) that would have in effect put the anti-striker provision in the bill. A Right Vote "R" was for the Humphrey motion.

### 7. Campaign Reform

In a move to clean-up federal election campaigns, Senator Proximire (D-Wisc.) offered an amendment to the Federal Election Campaign Act to limit to $3,000 the amount any person could contribute to any candidate for federal office. On July 26, 1973, the Senate accepted the Proximire amendment by a 15-vote margin, 54-39. A Right Vote "R" was a vote in favor of the amendment.

### 8. Federal Energy Emergency Administration

An effort to place ceilings on the cost of oil and its products to consumers and on the profits of the oil industry during the energy emergency was rejected by the Senate December 19, 1973. Price increases for crude oil and oil products would have been limited to the actual cost of producing them under an amendment offered by Senator Walter F. Mondale (D-Minn.) to legislation establishing a Federal Energy Emergency Administration. The

**amendment was tabled 47-44 on a motion by Russell B. Long (D-La.). A Right Vote "R" was a vote against the motion.**

## 9. Health Maintenance Organizations

**On May 14, 1973, Senator Peter H. Dominick (R-Colo.) offered a series of amendments to scale down the proposed scope of Federal aid to health maintenance organizations (HMO). Dominick's substitute also dropped special authorizations for rural health service organizations, area health education centers and capitation grants to HMOs for the care of indigents and high-insurance-risk individuals. The amendment was rejected 37-50. A Right Vote "R" was a vote against the amendment.**

## 10. Bread Tax

**On June 6, 1973, Senator Birch Bayh (D-Ind.) offered an amendment to the wheat certificate provisions of the Agriculture and Consumer Protection Act of 1973 to repeal the 75 cents-per-bushel tax on wheat processors (known as the bread tax). The amendment, which was adopted 77-12, was crucial not only to the purchasers of wheat, but also to every person employed in each step of the wheat food chain. A significant number of these workers are members of the International Brotherhood of Teamsters. A Right "R" was a vote in favor of the Bayh amendment.**

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | R | W | NV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **ALABAMA** | | | | | | | | | | | | | |
| Allen (D) | W | W | R | W | W | R | R | W | W | R | 4 | 6 | |
| Sparkman (D) | W | W | R | NV | W | R | W | W | R | R | 4 | 5 | 1 |
| **ALASKA** | | | | | | | | | | | | | |
| Gravel (D) | W | R | R | R | R | NV | W | NV | R | R | 6 | 2 | 2 |
| Stevens (R) | W | W | R | R | NV | R | W | W | R | R | 5 | 4 | 1 |
| **ARIZONA** | | | | | | | | | | | | | |
| Fannin (R) | W | W | W | W | W | W | W | W | W | R | 1 | 9 | |
| Goldwater (R) | W | W | NV | W | W | NV | W | W | NV | R | 1 | 6 | 3 |
| **ARKANSAS** | | | | | | | | | | | | | |
| Fulbright (D) | W | R | R | R | R | R | R | W | R | NV | 7 | 2 | 1 |
| McClellan (D) | W | W | W | W | W | W | R | W | W | W | 1 | 9 | |
| **CALIFORNIA** | | | | | | | | | | | | | |
| Cranston (D) | R | R | R | R | R | R | R | R | NV | R | 9 | | 1 |
| Tunney (D) | R | R | R | R | R | R | R | R | R | R | 10 | | |
| **COLORADO** | | | | | | | | | | | | | |
| Haskell (D) | R | R | R | R | R | R | W | R | R | R | 9 | 1 | |
| Dominick (R) | R | W | W | W | W | W | W | W | W | R | 2 | 8 | |
| **CONNECTICUT** | | | | | | | | | | | | | |
| Ribicoff (D) | R | R | R | R | R | R | R | R | R | R | 10 | | |
| Weicker (R) | R | W | W | R | R | R | R | R | R | R | 8 | 2 | |
| **DELAWARE** | | | | | | | | | | | | | |
| Biden (D) | R | R | NV | R | R | R | R | R | R | NV | 8 | | 2 |
| Roth (R) | R | W | R | W | W | W | R | W | W | R | 4 | 6 | |
| **FLORIDA** | | | | | | | | | | | | | |
| Chiles (D) | R | R | R | R | R | W | R | W | W | R | 7 | 3 | |
| Gurney (R) | W | W | R | W | W | W | R | W | W | R | 3 | 7 | |
| **GEORGIA** | | | | | | | | | | | | | |
| Nunn (D) | R | R | W | W | W | W | R | W | W | W | 3 | 7 | |
| Talmadge (D) | W | W | R | W | W | W | W | W | W | W | 1 | 9 | |
| **HAWAII** | | | | | | | | | | | | | |
| Inouye (D) | R | R | R | R | R | R | W | R | R | R | 9 | 1 | |
| Fong (R) | R | W | R | W | W | R | W | W | W | R | 4 | 6 | |
| **IDAHO** | | | | | | | | | | | | | |
| Church (D) | R | R | R | R | R | W | R | NV | R | NV | 7 | 1 | 2 |
| McClure (R) | W | W | W | W | W | W | W | W | W | R | 1 | 9 | |
| **ILLINOIS** | | | | | | | | | | | | | |
| Stevenson (D) | R | R | R | R | R | R | R | R | R | R | 10 | | |
| Percy (R) | R | R | NV | R | R | R | W | R | R | R | 8 | 1 | 1 |

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | R | W | NV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **INDIANA** | | | | | | | | | | | | | |
| Bayh (D) | W | R | R | R | R | R | W | R | R | R | 8 | 2 | |
| Hartke (D) | W | R | R | R | R | R | W | R | R | R | 8 | 2 | |
| **IOWA** | | | | | | | | | | | | | |
| Clark (D) | R | R | R | R | R | R | R | R | R | R | 10 | | |
| Hughes (D) | W | R | R | R | R | R | R | R | R | R | 9 | 1 | |
| **KANSAS** | | | | | | | | | | | | | |
| Dole (R) | W | W | R | W | W | W | W | W | W | R | 2 | 8 | |
| Pearson (R) | R | R | R | R | R | R | R | R | W | R | 9 | 1 | |
| **KENTUCKY** | | | | | | | | | | | | | |
| Huddleston (D) | W | R | R | R | R | R | R | R | R | R | 9 | 1 | |
| Cook (R) | W | R | W | R | W | R | W | W | W | R | 4 | 6 | |
| **LOUISIANA** | | | | | | | | | | | | | |
| Johnston (D) | W | R | R | W | W | W | NV | W | W | R | 3 | 6 | 1 |
| Long (D) | W | R | R | R | R | W | W | W | W | R | 5 | 5 | |
| **MAINE** | | | | | | | | | | | | | |
| Hathaway (D) | R | R | R | R | R | R | R | R | R | R | 10 | | |
| Muskie (D) | R | R | R | R | R | R | R | R | R | NV | 9 | | 1 |
| **MARYLAND** | | | | | | | | | | | | | |
| Beall (R) | R | R | R | W | W | R | R | W | R | R | 7 | 3 | |
| Mathias (R) | R | R | R | R | W | R | R | NV | R | R | 8 | 1 | 1 |
| **MASSACHUSETTS** | | | | | | | | | | | | | |
| Kennedy (D) | R | R | R | R | R | R | R | R | R | NV | 9 | | 1 |
| Brooke (R) | R | R | R | R | R | R | R | NV | R | R | 9 | | 1 |
| **MICHIGAN** | | | | | | | | | | | | | |
| Hart (D) | R | R | R | R | R | NV | R | R | R | R | 9 | | 1 |
| Griffin (R) | R | W | W | W | W | W | W | W | NV | R | 2 | 7 | 1 |
| **MINNESOTA** | | | | | | | | | | | | | |
| Humphrey (D) | W | R | R | R | R | R | R | R | R | W | 8 | 2 | |
| Mondale (D) | R | R | R | R | R | R | R | R | R | W | 9 | 1 | |
| **MISSISSIPPI** | | | | | | | | | | | | | |
| Eastland (D) | W | W | W | W | W | W | NV | NV | NV | W | | 7 | 3 |
| Stennis (D) | W | NV | NV | NV | NV | NV | NV | W | NV | NV | | 2 | 8 |
| **MISSOURI** | | | | | | | | | | | | | |
| Eagleton (D) | NV | R | R | R | R | R | R | R | R | R | 9 | | 1 |
| Symington (D) | R | R | R | R | R | R | R | W | R | R | 9 | 1 | |
| **MONTANA** | | | | | | | | | | | | | |
| Mansfield (D) | W | R | R | R | R | R | R | R | R | R | 9 | 1 | |
| Metcalf (D) | R | R | R | R | R | W | W | R | R | R | 8 | 2 | |

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | R | W | NV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **NEBRASKA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Curtis (R) | W | W | W | W | W | W | W | W | W | W |  | 10 |  |
| Hruska (R) | W | W | W | W | W | W | W | W | W | R | 1 | 9 |  |
| **NEVADA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bible (D) | W | R | R | R | R | R | W | R | R | R | 8 | 2 |  |
| Cannon (D) | W | R | R | R | R | R | W | R | R | R | 8 | 2 |  |
| **NEW HAMPSHIRE** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| McIntyre (D) | NV | R | R | R | R | R | NV | R | W | R | 7 | 1 | 2 |
| Cotton (R) | W | W | W | W | NV | W | NV | NV | W | NV |  | 6 | 4 |
| **NEW JERSEY** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Williams (D) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| Case (R) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| **NEW MEXICO** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Montoya (D) | W | R | R | R | R | R | W | W | R | R | 7 | 3 |  |
| Domenici (R) | W | W | W | W | W | W | R | W | W | R | 2 | 8 |  |
| **NEW YORK** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *Buckley (C) | R | W | NV | W | W | W | W | W | NV | R | 2 | 6 | 2 |
| Javits (R) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| **NORTH CAROLINA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Ervin (D) | W | W | W | W | W | W | W | W | NV | W |  | 9 | 1 |
| Helms (R) | W | W | W | W | W | W | W | W | W | R | 1 | 9 |  |
| **NORTH DAKOTA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Burdick (D) | W | R | R | R | R | R | R | W | R | W | 7 | 3 |  |
| Young (R) | W | R | W | W | W | R | W | W | W | W | 2 | 8 |  |
| **OHIO** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Saxbe (R) | NV | R | W | W | R | R | W | NV | R | R | 5 | 3 | 2 |
| Taft (R) | R | R | R | W | W | R | R | W | W | R | 6 | 4 |  |
| **OKLAHOMA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bartlett (R) | W | W | W | W | W | W | R | W | W | R | 2 | 8 |  |
| Bellmon (R) | W | R | W | W | W | W | R | W | W | W | 2 | 8 |  |
| **OREGON** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Hatfield (R) | R | R | R | W | W | NV | W | R | R | R | 6 | 3 | 1 |
| Packwood (R) | R | R | R | W | R | W | R | R | W | R | 7 | 3 |  |
| **PENNSYLVANIA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Schweiker (R) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| Scott (R) | R | W | R | R | W | R | W | W | W | R | 5 | 5 |  |

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | R | W | NV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **RHODE ISLAND** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Pastore (D) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| Pell (D) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| **SOUTH CAROLINA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Hollings (D) | W | R | R | W | W | W | R | NV | R | R | 5 | 4 | 1 |
| Thurmond (R) | W | W | W | W | W | W | W | W | W | R | 1 | 9 |  |
| **SOUTH DAKOTA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Abourezk (D) | R | R | R | R | R | NV | NV | R | NV | R | 7 |  | 3 |
| McGovern (D) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| **TENNESSEE** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Baker (R) | R | W | W | W | W | W | W | W | W | R | 2 | 8 |  |
| Brock (R) | R | R | W | W | W | W | W | W | W | R | 3 | 7 |  |
| **TEXAS** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bentsen (D) | W | R | R | W | W | R | R | W | W | R | 5 | 5 |  |
| Tower (R) | W | W | W | W | W | W | W | W | W | R | 1 | 9 |  |
| **UTAH** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Moss (D) | R | R | R | R | R | R | W | R | NV | R | 8 | 1 | 1 |
| Bennett (R) | R | W | W | W | W | NV | W | NV | W | R | 2 | 6 | 2 |
| **VERMONT** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Aiken (R) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| Stafford (R) | R | R | R | R | R | R | R | R | W | R | 9 | 1 |  |
| **VIRGINIA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Byrd, Jr. (I) | W | W | W | W | W | W | W | W | W | NV |  | 9 | 1 |
| Scott (R) | W | W | NV | W | W | W | R | W | NV | R | 2 | 6 | 2 |
| **WASHINGTON** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Jackson (D) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| Magnuson (D) | PR | R | R | R | R | R | R | R | R | R | 9 |  |  |
| **WEST VIRGINIA** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Byrd (D) | W | R | R | R | R | R | R | W | R | R | 8 | 2 |  |
| Randolph (D) | W | R | R | R | R | R | R | W | R | R | 8 | 2 |  |
| **WISCONSIN** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Nelson (D) | R | R | R | R | R | R | R | R | R | R | 10 |  |  |
| Proxmire (D) | R | R | R | R | R | R | R | R | W | R | 9 | 1 |  |
| **WYOMING** |  |  |  |  |  |  |  |  |  |  |  |  |  |
| McGee (D) | W | R | R | R | R | NV | W | W | R | R | 6 | 3 | 1 |
| Hansen (R) | W | W | W | W | W | W | W | W | W | W |  | 10 |  |

# No Constitutional Barriers to 'No Fault'

There are no constitutional barriers to congressional enactment of no-fault auto insurance legislation approved by the Senate Commerce Committee.

That's the opinion of one of the nation's foremost experts on interpretation of the United States Constitution—Edwin N. Griswold, former U.S. Solicitor General and also a former dean of the Harvard Law School.

Griswold gave testimony before the Senate Judiciary Committee on the proposed no-fault insurance bill and supplemented his views with a comprehensive legal memorandum based on a study of the measure.

The Judiciary Committee is exploring the constitutional angle at the request of the Senate Commerce Committee which last year overwhelmingly approved the legislative proposal.

A House Commerce subcommittee is expected to open hearings on the legislation shortly after the Senate completes action. The bill was expected to go to the Senate floor around mid-February.

Griswold, Solicitor General during the first four years of the Nixon Administration, charged that any constitutional issues being raised against no-fault are "spurious, negative views that have no foundation either in constitutional theory or in practice under the Constitution."

He pointed out that the federal government has "frequently conferred authority on state agencies, and this has been accepted as a routine and established principle of law and practice in a number of judicial decisions."

His lengthy review, Griswold said, showed that "in almost every case" the wording and judicial interpretation of the Constitution's provisions showed no conflict with the proposed bill. If any state constitution conflicts, he added, it would be rendered invalid by the "supremacy clause" of the Constitution.

Supporters of no-fault are very hopeful of its final enactment in this Congress, particularly if the Senate passes the legislation.

## $44 Million Short

# Wage Chiseling Increases During Last Half of 1973

The Wage-Hour Division of the Labor Department reported a "sharp rise" in the illegal underpayment of American workers during the last six months of 1973.

Underpayments of $44 million owed to 170,000 workers were reported for the 6-month period. The figures were an increase of 21 per cent in underpayments and five per cent for the number of workers protected by the Fair Labor Standards Act.

Projections for the fiscal year ending June 30th of this year indicate that $87 million will be found due 300,000 workers over the full year.

So far, employers have agreed to pay about $23 million to more than 129,000 workers for the last six months of 1973.

Minimum wage underpayments for the final half of 1973 amounted to nearly $9 million due to more than 56,000 workers. Overtime payments reached nearly $23 million due to almost 103,000 employees. Combined, the total underpayments were $2 million more than for the same period in 1972.

Under government contract laws, including Davis-Bacon contractors were found to have underpaid more than 518,000 employees for a total of more than $1 million in minimum wage and overtime.

Enforcement under the Equal Pay Act—which requires equal pay for equal work without regard to sex—disclosed almost $10 million in underpayments due nearly 15,000 workers. The figures were increases of 55 per cent and 26 per cent, respectively, over such findings in 1972.

Under the Age Discrimination in Employment Act, which prohibits discrimination in employment because of age in the protected age group of 40 to 65, monetary violations during the 6-month period amounted to slightly more than $1.5 million due 587 employees—up 181 per cent and 133 per cent, respectively.

Also during the period 7,576 minors were found illegally employed.

## Honor Mayor

**Teamsters were among those honoring Detroit's new mayor, Coleman Young, at a civic luncheon recently. Shown (left to right) are: IBT Vice President Robert Holmes; Roman Gribbs, former mayor; Otto Wendel, Teamster legislative director in Michigan; Mayor Young, and Michigan Gov. William Milliken.**

## Congressmen Urged to Vote For Measure

In a letter to members of the House of Representatives, General President Frank E. Fitzsimmons recently urged the congressmen to vote in favor of the National Voter Registration Bill when it comes to the floor.

The measure, H.R. 8053, would make registration procedures more convenient for potential voters and result in a significantly higher voter participation in national elections.

Fitzsimmons noted there are various reasons for the low turnout of 55 per cent in the last general election with most of them keyed to the size and extent of barriers to voter registration.

Numerous polls in recent months have shown that voter participation is in direct ratio to the ease or difficulty of registration in each state.

## ● Tax Flip-Flop

Income taxes surpassed sales taxes as the most important source of state tax revenues for the first time in fiscal 1973.

# LEGISLATIVE REPORT

## During 1973

## Private Health Industry Enjoys 'Windfall' Profits

The health insurance industry enjoyed during 1973 what amounts to excessive "windfall" profits, according to the Department of Health, Education and Welfare which released revealing data on the subject recently.

HEW records show that the private health insurance companies retained record administrative costs and profits of more than $3.3 billion in fiscal 1973.

The Committee for National Health Insurance, which has strong trade union backing, declared that " the record retention—nearly double the $1.685 billion of fiscal 1971—confirmed its charge of windfall profits for health insurance carriers under the guidelines of the Economic Stabilization Program."

Twice in the past 18 months, CNHI has warned that unwarranted profits would accrue to the carriers by provisions which were unduly generous to the commercial health insurance industry. The regulations permitted carriers to base premium charges on excessively high projected rates.

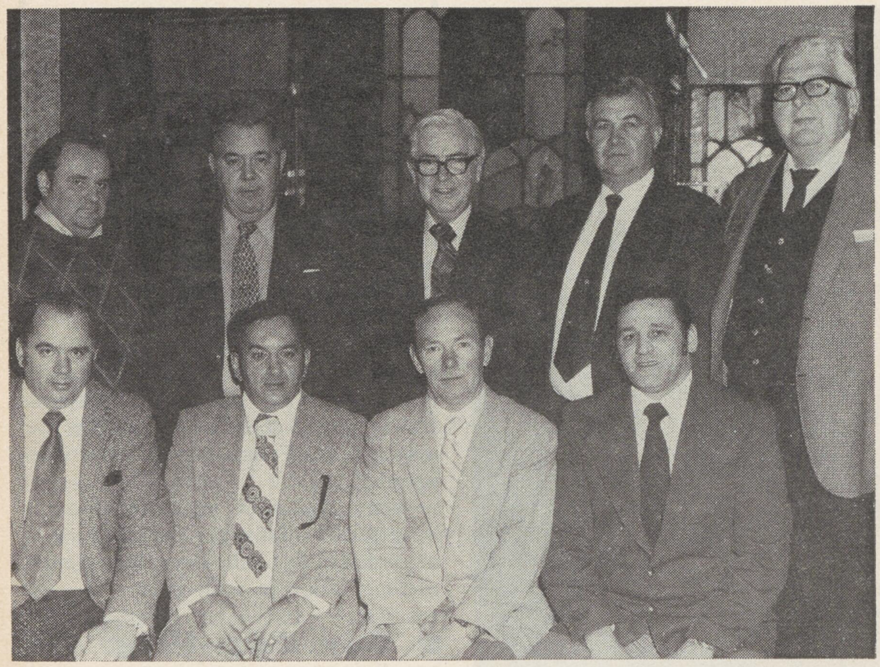
Proponents of national health security, such as CNHI, have long pointed out that an excessive sum of money now goes to administration and profits to the health industry. Under national health security the government would administer the program at far less cost and profits would not be a factor.

The HEW data showed that consumer payments for the administrative expenses and profits of the health carriers had increased from the $1.685 billion of fiscal 1971 to $2.382 billion and then to $3.335 billion in the economic stabilization years of fiscal 1972 and 1973, respectively.

Immediately prior to the economic stabilization program, CNHI noted, the administrative expenses and profits for the private carriers had experienced only a moderate rise from $1.515 billion in fiscal 1970 to $1.685 billion in fiscal 1971.

Despite the nearly $1 billion increase in one year for administrative expenses and profits, no improvement in consumer services by the carriers could be detected, CNHI said. Coverage was not improved and costs were not controlled, it added.

## Elected Officers



John Greeley (back row, center), director of the IBT National Warehouse Division, issued the oath of office to newly elected officers of Teamster Local 852 of New York City. Shown after the ceremony are (left to right): Front row—Ron Wadsworth, business agent; Joseph Meli, recording secretary; George McMurray, trustee; Richard Foos, trustee. Back row—James Haggerty, trustee; John Cook, president; Greeley; Alex McBain, secretary-treasurer, and Walter Stollmer, vice president.

### OSHA Exam Record

**The Occupational Safety and Health Administration has conducted more than 100,000 workplace examinations since the agency was established in 1971. In addition, 14 states conducted almost as many inspections last summer with 1,500 state inspectors.**

## ● In Virginia

Truck drivers and helpers and warehousemen employed by Richmond Refining Co., Inc., of Richmond, Va., voted overwhelmingly for representation by Teamsters Local 592 in a recent National Labor Relations Board election, according to G. F. French, secretary-treasurer of the local union. The company buys and sells scrap fat, bones and grease.

### Tax Return Has Checkoff For Elections

**Teamsters Union members are reminded that this year's income tax returns have two checkoff boxes permitting the government to set aside $1 of the individual's tax to be applied to a general campaign fund for presidential elections.**

**Near the top of the front sheet of the Form 1040 of the 1973 tax return is a checkoff slot for this year's contribution to the fund.**

**Near the bottom of the same sheet is a checkoff slot for taxpayers who forgot to mark the checkoff on the 1972 returns.**

## Denver Local Wins Ruling At NLRB

Fire Alert Co., of Denver, Colo., illegally refused to reinstate two economic strikers when work for which they were qualified became available and after they had unconditionally requested reinstatement.

That was the decision by the National Labor Relations Board recently in a case involving Teamster Local 452 of Denver. The ruling reversed earlier findings by a trial examiner.

Fire Alert claimed that it did not reinstate Paula M. Taylor and Barbara Woolfolk because their pre-strike jobs, unlike those of other workers who were reinstated, were eliminated.

The Board gave no credit to the employer's assertion, especially in view of the fact that the company hired new employees off the street at a time when the qualified strikers were still not reinstated.

Fire Alert was ordered by the Board to cease the unlawful conduct and offer reinstatement and reimbursement to Taylor and Woolfolk.

### ● For Women

The Women's Bureau in the Department of Labor was created by Congress in 1920 to formulate standards and policies to promote the welfare of wage-earning women.

## NLRB Case Won by Local In Indiana

The National Labor Relations Board ruled in favor of Teamster Local 215 of Evansville, Ind., recently in a case involving Orr Iron, Inc.

The Board upheld the findings of the trial examiner who concluded that the company refused to bargain with Local 215 concerning a truck driver and warehousemen unit, discharged James Collins for refusing to remove a union insignia, discharging nine other workers who struck following Collins' firing, and interrogating and threatening employees.

Orr Iron was ordered by the Board to cease the illegal conduct, bargain with Local 215 upon request, offer Collins and the other strikers reinstatement and make them whole for any losses.

### Grading System

## Consumer Information Rules Set for Tire Manufacturers

A new consumer information regulation designed to help American motorists buy the best possible tires for their cars has been announced by the Department of Transportation.

The tire regulation, issued by the National Highway Traffic Safety Administration (NHTSA), is essentially the same rule as proposed nearly a year ago.

The regulation—to go into effect September 1, 1974—will require tire makers and brand name owners to grade and label their products in the areas of treadwear, traction and high speed performance. The rule will cover passenger car tires for use on 13-inch, 14-inch and 15-inch rims.

Grades for each area of performance will be molded into the tire sidewall and also stated on a label attached to the tire's tread. The label also will contain an explanation of the grading system plus a statement that the tire meets federal safety requirements.

Treadwear and traction grades will be assigned after measuring the performance of a tire against the performance of a control tire. Thus, for treadwear, the number "80" will represent a performance of at least 80 per cent of the level reached by the control tire. Similarly, the number "200" will represent at least 200 per cent of this level. Five numbers will be used: 60, 80, 120, 160 and 200.

Tires graded for traction will show the numbers "90," "105," or "120"—representing the percentage of tire control performance.

High speed performance grades will be indicated by the letters "A," "B," "C," with "A" being the highest grade and "C" indicating the minimum level of performance required by federal safety standards.

The regulation further specifies that tire grading information must be furnished to prospective buyers of tires as well as to prospective purchasers of new passenger cars.

### Warning Issued

## Motorists Who Hoard Gasoline Are Playing with Liquid TNT

The National Safety Council has warned that motorists who keep filled gasoline cans in their homes or cars are playing with liquid dynamite.

Stored gasoline is a potentially lethal bomb, according to the council whose technical consultants note that the explosive power of one gallon of gasoline is comparable to the explosive force of 14 sticks of dynamite.

Furthermore, there is absolutely no safe way to store gasoline, either in the home or in the automobile.

Gasoline vapors expand to fill the available space they are confined in. The expansion can split the seams of an unvented can or plastic container and can cause vapor leakage from a vented safety can.

The danger then is that sparks from a light switch, electrical appliance, car ignition or short in tail light or brake light circuits can trigger an explosion.

Safety experts, by way of experimentation, recently placed a safety can full of gasoline in the trunk of an old car, moved to a safe distance and waited while the auto's engine was left running. Twenty minutes later the car exploded.

Water pilot lights are the number one catalysts of gasoline explosions in the home.

The only safe, acceptable method of storing gasoline is in the gasoline tank of an automobile.

### ● Farm Pay

The Department of Labor's Employment Standards Administration has issued regulations requiring farm employers, as well as labor contractors, to assure that farm workers are paid the minimum wage.

# Legislation, Politics, Government

**• NEWEST SENATOR**

The newest member of the Senate is Howard Metzenbaum, named recently by Ohio Gov. John Gilligan to succeed William B. Saxbe who resigned to become U.S. Attorney General. Metzenbaum served several terms in the Ohio legislature before retiring in 1950 to devote himself to his law practice. He narrowly failed to defeat Robert Taft, Jr., in a 1970 race for the Senate.

**• MALNUTRITION REPORT**

A report by the Senate Select Committee on Nutrition and Human Needs recommends that the United States spend more than at present to prevent malnutrition in infants and mothers. The committee says there is a staggering prevalance of prematurity of low birth weight among babies born to poor families.

**• HEALTH INSURANCE DELAYED**

Proposed national health insurance legislation, much of it strongly supported by organized labor, has been set on the back burner in the House Ways and Means Committee. Early in February, the committee was set to hold hearings on windfall profits. Meanwhile, there has been a growing demand for tax reform hearings. After that, health insurance may get in.

**• CONGRESSMAN TO RETIRE**

Rep. George A. Goodling, Pennsylvania Republican, says he will not seek reelection. The 77-year-old Goodling was first elected to the House in 1960. He says he is going to retire because he has seen people who stay in office too long and are "unable to give the high quality of service that those who depended on them deserved."

**• EMBASSY PROTECTION**

Terrorist acts around the world coupled with home-grown mayhem in Washington, D.C., have prompted the Treasury Department to seek an increase in its staff assigned to guard foreign diplomats in the nation's capital. Since 1970, 126 embassies in Washington have reported four bombings, six assaults, 24 thefts, 25 break-ins and 92 bomb threats.

**• EQUAL RIGHTS AMENDMENT**

Thirty-two state legislatures now have approved the Equal Rights Amendment. Thirty-eight states must ratify the proposal by 1979 for it to become the 27th Amendment to the U.S. Constitution. The key phrase in the amendment is: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

**• REPUBLICAN EXODUS**

Rep. John J. Rhodes, House Minority Leader, has expressed concern over the unusually large number of Republicans who do not plan to seek reelection this year. So far, 15 GOP representatives and two senators have announced plans to retire at the end of this session of Congress. Several other Republican congressmen reportedly are also thinking of retirement.

**• 'ECONOMY COURT'**

Judge S. M. Hufstedled of the U.S. Court of Appeals for the Ninth Circuit has urged the American Bar Association to support creation of an "economy court" where the public can take its civil disputes without needing a lawyer. The judge noted that the only people today who can afford a civil law suit are "the rich, the nearly rich, and the person seriously injured by a well-insured defendant."

# For Your Information

## Informing the Investor

The Securities and Exchange Commission is considering changing its regulations in a manner that would attack one of the most sacred cows on the corporate scene—the annual report to stockholders.

The SEC is thinking about requiring publicly-held companies to beef up the information they provide each year to stockholders. Securities analysts have long complained that stockholder reports are inadequate.

The point of concern is that the low profile of information has contributed to small investors' disillusionment with securities markets.

**The American Telephone & Telegraph Co. says Washington, D.C. has 128 telephones for every 100 persons, the highest density of phones per population of any city in the world.**

## Encyclopaedia Change

The *Encyclopaedia Britannica* is abandoning its current design and coming out in a radically new form—its first major innovation in more than 200 years of publication.

In its forthcoming form, with the official publication date scheduled in March, the famous reference books will come out in a 3-part set. The Britannica was first published in Edinburgh, Scotland, in 1771.

## Car Leasing

Leasing of passenger cars is growing at such a phenomenal rate—currently about 12 per cent of all autos on the road—that the percentage of cars leased by motorists is expected to hit 20 per cent or more by 1980.

Corporations that lease cars think of the system as just another form of distribution of automobiles and fully expect the number of autos leased to hit 50 per cent by the end of the 1980's.

Car leases break down into two main categories: Open end and closed end.

In the closed-end lease, the motorist makes an agreed-on monthly payment for the term of the lease and he's all through with the financing.

The open-end lease, also known as a finance lease, is something different. The motorist makes a lower monthly payment but at the end of the lease he's responsible for the difference between the depreciated value of the car and its actual value in the marketplace.

In short, the consumer takes the risk in the open-end lease while the company takes the risk in the closed-end lease.

## Wheat Shortage?

Wheat barons are spreading the word that America's supplies of wheat now held in elevators may drop to a dangerously low level by mid-May—six weeks before the summer harvesting begins.

The reason for the possible shortage, they say, is that high export demands may use up almost all the winter wheat on hand before June, leaving the United States with little in reserve.

## College Cost Standards

The federal government has been asked to establish uniform national standards for determining the costs to various institutions of educating American students beyond high school.

The proposal was made in a 442-page report issued recently by the National Commission on the Financing of Postsecondary Education. The report was based on a 14-month study.

College cost standards, it was asserted, have widespread effects on the way the schools, public and private, manage their financial affairs and decide what to charge their students for tuition.

The implication was that standards linked to federal aid, even if voluntary, would put tremendous pressures on schools to account more closely for their expenditures.

## Sweet Revenge

A painter in Phoenix, Ariz., gained sweet revenge recently on thieves who had been siphoning gasoline from his pickup truck.

After suffering gasoline pilferage three times in one week, Michael Murphy left a 5-gallon can on the open bed of his truck. The next morning when Murphy went out to go to work, the can was gone—stolen.

Murphy smiled on the job all day. The reason was that he had filled the can with four gallons of lacquer and topped it with one gallon of gasoline to make it "smell right."

He estimated the gasoline thief's engine repair job would cost about $300.

**Machines that make change for dollar bills at the Dallas, Tex., airport have been set so as to give back only 95 cents in change.**

## Car Dealers Panic

Big car retailers in most major cities are beginning to panic as their sales plummet while consumers swing their buying preference to low-mileage small cars.

Besides firing salesmen and slashing prices on the mammonth–sized autos, dealers in some areas are offering as much as 250 gallons of free gasoline to purchasers of big cars. A dealer in St. Louis offered a side of beef to big car buyers—to no avail.

There are an estimated 25,000 auto dealers who sell U.S. manufactured cars.

## 'Mr.Fit' Study

A new medical study is underway to screen half a million men between the ages of 35 and 57 in 19 American cities to test theories that proper care can curb the nation's epidemic of heart disease.

The study is nicknamed "Mr.Fit" for Multiple Risk Factor Intervention Trial and is funded by the National Heart and Lung Institute.

From the half-million men to be screened, 12,000 who have no symptoms of heart disease will be selected for more intensive study.

To take about six years, the study will concentrate on the assertion that lowering the blood pressure, reducing fats in the diet and controlling cigarette smoking can cut down the incidence of heart disease.

## Chain Store Sales

Chain store sales for 1973 increased their volume of business by more than 14 per cent over the previous year with a heavy surge in the final month.

The chain store gains were larger than conventional department stores and for retailing in general. The volume of all retail stores in 1973, according to the Department of Commerce, was 12 per cent over that of 1972.

**Citing increased costs in newsprint, the St. Louis (Mo.) *Post-Dispatch* has started a trend that strikes at the heart of the social pages of daily newspapers. The *Post-Dispatch* this month started charging a fee to publish wedding and engagement announcements.**

## Hotel Thievery

American hotel and motel operators are finding their inns to be increasingly the targets of guests turned rip-off artists.

Everything from spoons to furnishings, including thousands of television sets are being stolen from hotels and motels despite efforts to keep the thievery to a minimum. There is no accurate way to estimate the total annual loss but certainly the cost runs into hundreds of millions of dollars.

Most common items stolen are towels, sheets, bedspreads, ashtrays, and flatware. Other favorites of guest-thieves are bedside lamps, TV's and one hotel even had a room denuded of its wallpaper.

Possibly the biggest cost to hotels and motels, however, is in towels. One first-class hotel in New York City has to replace 2,100 towels every month.

## Safer Highways

The 55-mile-an-hour speed limit on the nation's major highways is making work easier for state patrolmen because of a reduction in the number of accidents.

Probably the most profound change has taken place on the New York State Thruway where injury-causing accidents have dropped to almost half of what they were a year ago; also, the number of fatalities has fallen from nine to one.

## Too-Tough Glue

Nine distributors were asked by the Consumer Product Safety Commission recently to voluntarily recall a million tubes of an instant glue so sticky the commission felt it was dangerous.

Officials said the new glue was so efficient that it was capable of sticking "anything to anything," acting so quickly that it can stick fingers together or a finger to a face almost in the time it takes to tell it.

The glue, for which the generic name is cyanoacrylate, is being sold in hobby, hardware and drug stores under the names of: Krazy Glue, Permabond 102, Super Three Cement, Zip Grip, Rapid Set, Superbonder, Zip Bond, Eastman 910, One Drop, and Oneida Instant Weld.

Most of the companies, it was noted, failed to warn buyers properly of the dangers of the glue under requirements of the Federal Hazardous Substances Act.

## Women's Hall of Fame

The names of 20 women were inducted into the Women's Hall of Fame recently as the honorary society held its initial ceremony at Senaca Falls, N.Y., site of the first women's rights convention 125 years ago.

Only four of the women that were honored are living—Margaret Chase Smith, Marian Anderson, Helen Hayes, Helen Brooke Taussig—and none attended the ceremony.

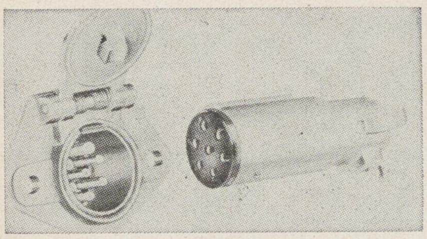
## Housing Deficiency

A new housing study has determined that 13.1 American families of low and middle income are living in households that are physically unsound, overcrowded, or, in some cases, expensive beyond the means of the family to handle the cost.

The study was made by the Joint Center for Urban Studies—a project sponsored by Harvard University and the Massachusetts Institute of Technology—and concluded that many families are paying a high rent burden of between 25 and 35 per cent of their income for physically dilapidated housing.

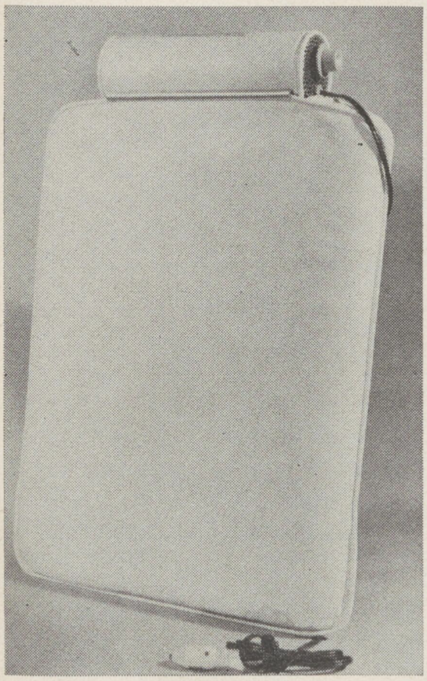
The 13.1 million figure cited amounts to 21 per cent of the households in the United States and compared with 15.3 million in 1960, indicating an improvement over the decade.

# WHAT'S NEW



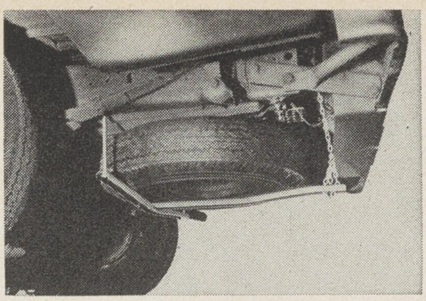
## Heavy-Duty Connectors

Accepted as standard by the trucking industry are these latest design heavy-duty connectors. Stainless steel spring-loaded lock cover locks plug into place when connected, protects interior from the elements when not in use. Extended plug interior prevents damage to shell. The connectors also are dust and water resistant.



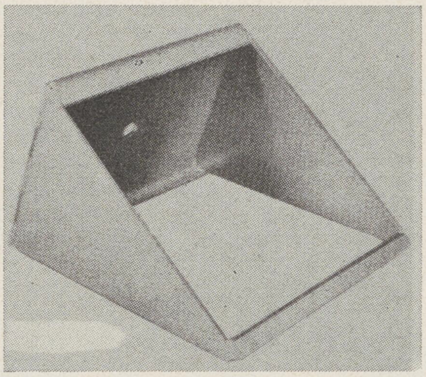
## Back Massage Unit

This well–engineered massage unit especially designed for truck drivers is a real boon for tired drivers says its manufacturer. It is placed on the back of the seat and draws power from the cigarette lighter. It is made in a variety of colors to match the truck interior. Despite the small size of the power unit, it will give a strong massage to the heaviest driver.



## Spare Tire Carrier

This spare tire carrier is said to be able to get your spare out in seconds. Designed to fit under any American ½ to 1 ton pick-up truck, it is manufactured of heavy gage steel and completely rustproofed. A chain allows locking if desired. A patented leverage action allows the tire to be raised and lowered with one hand.

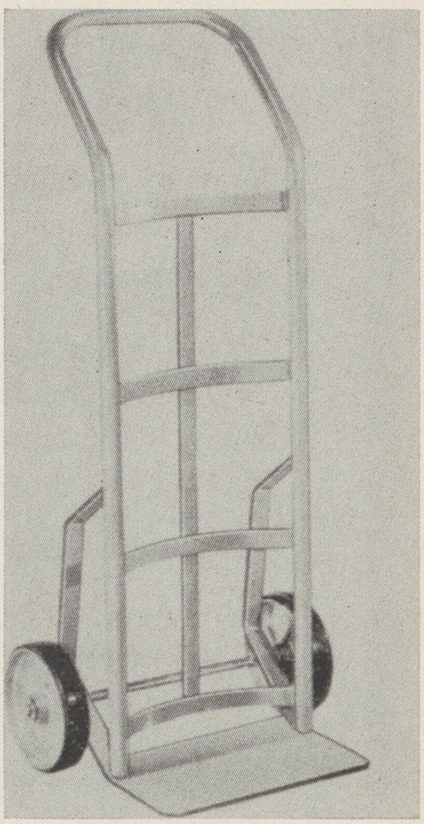


## Wheel Chock

A new reversible wheel chock designed for safety in loading and unloading in conformance with OSHA requirements has been introduced. Each chock weighs 11 pounds and has a one-inch hole for linking with a chain.

## Safety Treads

The manufacturer of "never-slip" safety treads claims they work on the same principle as studded snow tires and provide effective protection against slipping and falling when walking on icy surfaces. The studs are set into a contoured, tough, sandal-like harness which pulls on and off easily over any type shoe or boot by means of a heel tab. They fold to pocket size and a plastic drawstring carrying pouch is furnished with each pair.



## Hand Truck

A two-wheel model hand truck for light industrial use has been marketed. It features a continuous handle, double-welded curved cross bars, welded and bevelled solid nose plates and heavy-duty ball bearing wheels.

*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**

# LAUGH LOAD

## Not So George, Dad!

The father was reproving his lazy son who was a college drop-out.

"Why, at your age, George Washington had already made a surveyor of himself!"

"Yep," replied the college bum, "and at your age he was President!"

## She Was Impatient!

The little boy was attending his first day of school. The teacher patted him on the head and said: "Well, now, little man, do you know your a-b-c-'s?"

"Heck no!" snorted the tyke. "I only been here ten minutes!"

## Deft Definition

A genius is someone lazy enough to do the job right the first time.

## Full of Ambition

The hippy showed up for a job interview wearing filthy, ragged clothes and six months of hair on his face and head. "How old are you?" asked the personnel director.

"Twenty-four" said the bum.

"And if you come with us what do you expect to be in five years?" asked the interviewer.

"Twenty-nine" replied the tramp.

## Small Wonder

Looking at the crop of 1974 cars, the prospective buyer expressed surprise that the small cars cost almost as much as the larger models. "Well," remarked the salesman, "if you want economy, you gotta expect to pay for it!"

## Outa-This-World-Talent

A real diplomat is a guy who can tell you to go to hell in such a manner that you really look forward to the trip.

## Curious Illness

The driver was being interviewed for another job. "It says here you left your last spot because of illness," said the personnel man. "What was the nature of the illness?"

"I dunno," replied the driver. "They just said they were sick of me!"

## A Biting Remark

And then there was the eager termite who walked into the saloon and asked: "Is the bar tender here?"

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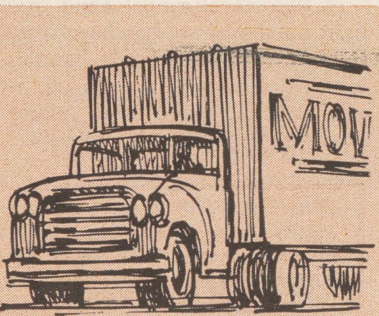
# KEEP YOUR UNION RECORD CURRENT



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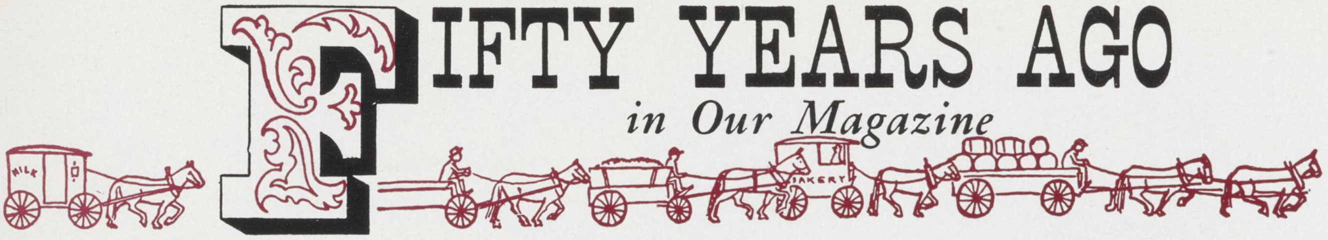
**Give this form to your Business Agent, Job Steward or mail to your Local Union Office.**



# FIFTY YEARS AGO

## in Our Magazine

**VOLUME XXI** *(From the February, 1924, issue of the TEAMSTER)* **NUMBER 2**

# EDITORIAL

**(By Daniel J. Tobin)**

At this particular time it may not be amiss to advise our local unions throughout the country to give some consideration to the starting of a special convention fund. In other words, setting aside each month so much money to be used in defraying the expenses of delegates to the Convention which will be held in Seattle, Washington, in October, 1925.

The time is but one year and eight months distant and will not take very long to slip around. Many of our unions have never been represented at a Convention because of lack of funds or because they failed to make some provision for funds to send a delegate, so now is the appropriate time to start a fund for this purpose.

Our organizations are morally bound to have a representative at the convention to help in making laws to govern our organization between convention periods and to help to elect to office the right kind of men to carry on the work of the organization. We are no longer a small, insignificant institution. We are a great, big, economic organization having a cash balance of one million dollars and a large membership extending all over the United States and Canada, doing a business with employers everywhere amounting to millions of dollars. Consequently, you are part and parcel of that institution and it is your duty as a stockholder and part owner to be represented when our convention takes place, and there should be no excuse for the absent local, and especially is this true now that conventions are held but once every five years. The International Executive Board expects that the least a local union, duly chartered, can do is to lend its assistance to the International by being represented at the convention and help devise ways and means to protect their property and their conditions, and to better in every way possible this organization which has done so much for its membership. Therefore, start in next month and put aside in a special convention fund ten, fifteen or twenty per cent of your monthly income, and do not touch that fund for any other purpose except to help pay the expenses of a representative to the Seattle convention in October, 1925.

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## *Union Labor Not Revolutionists*

Let no man tell you that a union man is a revolutionist.

A revolutionist is one who believes in correcting what he believes a fault of society by physical force. He believes in anarchy, not law. He believes in brute force, not reason or common sense. He believes that every man who believes not as he does is absolutely wrong. Arbitration has no place in his scheme of life. He believes in mass strike to inaugurate a revolution that will overthrow law, order and government. He believes in one big union, drilled and disciplined for one purpose, namely, to tear down, to destory.

The Unionist and the Revolutionist are as far apart as the poles—and as likely to cooperate.

Union Labor believes in law, order, government, fair play.

Union Labor wants nothing it does not earn, will have nothing that is not honestly made.

Union Labor is not a political party, welded together for purposes of government control. Unionism is as much a part of the government as were Washington, Lee or Lincoln—as much as is Wilson, Coolidge or Magnus Johnson.

The Unionists believe that a working-man autocracy would be as vicious as an aristocratic autocracy.

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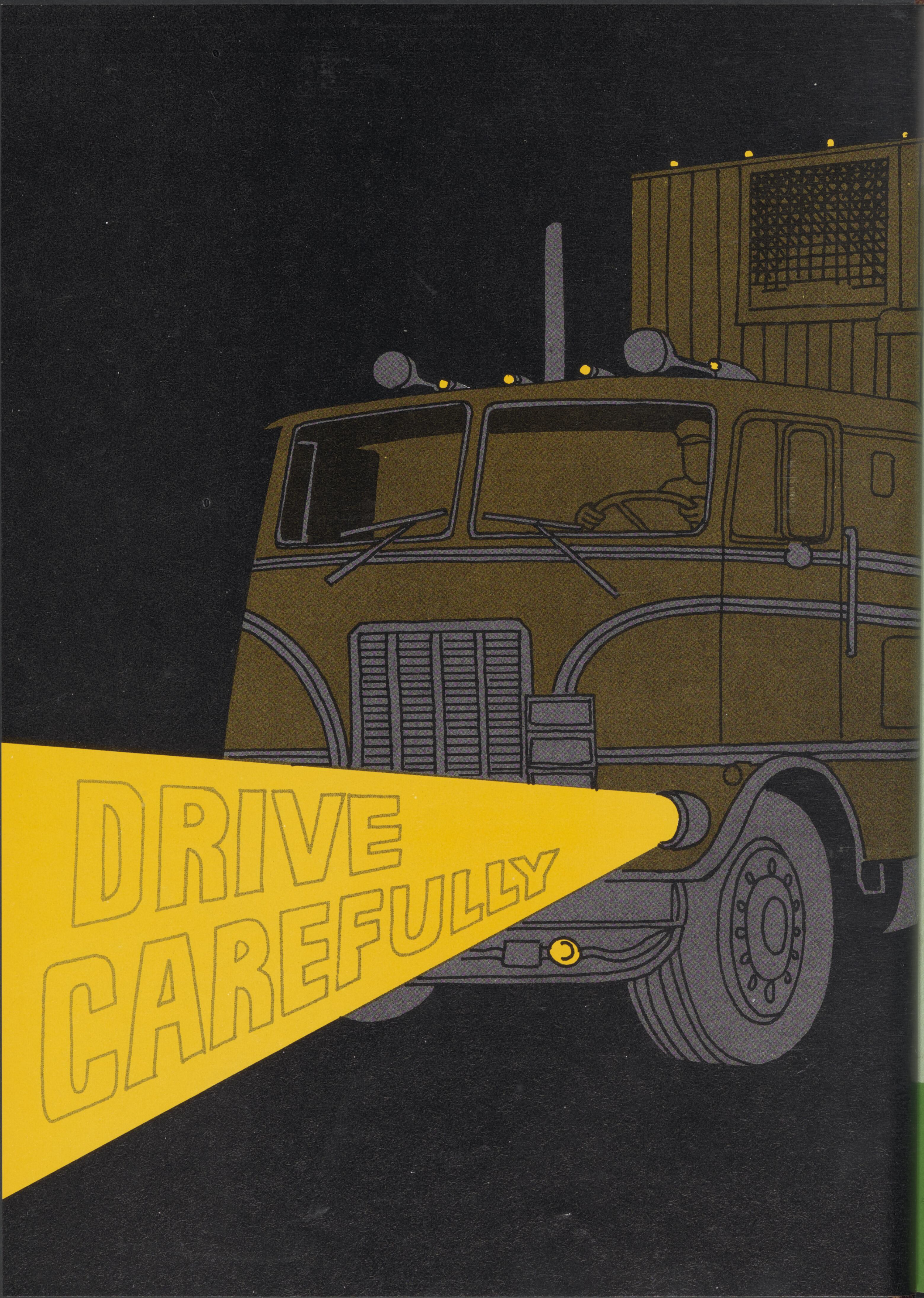
## Two Boston Locals Win $2 Per Week Wage Hike

Locals 25 Truck Drivers and 631 Market Teamsters of Boston signed up their new wage scale for the coming year embodying union-shop conditions and an increase in wages of $2.00 per week. Both locals had voted almost unanimously by secret ballot to go on strike. The International had endorsed their request, providing the employers would not change their attitude, which was that they would not grant any increase in wages. Mayor Curley of Boston, the State Board of Arbitration and the Chamber of Commerce entered into the controversy and as a result brought about the settlement granting the increase stated above, with a promise from the committee from the Chamber of Commerce that an investigation of the working hours would be made with a view of endeavoring to grant the membership some relief.

## Gompers Tours Canal Zone

President Gompers has just returned from a trip to the Panama Canal Zone where he was about a week making an investigation of conditions amongst the workers there, as per the instructions of the Convention of the American Federation of Labor held in Portland in October. From press reports coming from there he certainly gave new hope to the workers in that region. We have a local union of Chauffeurs No. 217 in the Canal Zone which keeps up its standing regularly with the International. It is not very large in numbers but it is a real organization.

●


DRIVE
CAREFULLY

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
MARCH 1974

# Fitzsimmons Presents Award to Godfrey Cambridge

See Page 23

Dear Reader:

With just the flick of the pen you can have your wages frozen and prices allowed to rise. On the other hand, you can change this picture. Yes! you do have an alternative.

You can elect public officials who represent the working people of the United States. If you don't, the vested interests can cut your wages, alter collective bargaining agreements and change your way of life.

By taking YOUR pen in hand to write a check to DRIVE you get peace of mind in knowing that working men and women are rallying their collective political strength through DRIVE to fight back against anti-unionism whipped up by labor's enemies. Every little bit helps.

# JOIN DRIVE NOW!!!

## CASH CONTRIBUTION RECEIPT

## DRIVE

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I am contributing the sum of $5.00 to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

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A copy of our report filed with the appropriate supervisory officer is (or will be) available for purchase from the Superintendent of Documents, United States Government Printing Office, Washington, D.C. 20402.

# LABOR NEWS IN THE HEADLINES

| | |
|---|---|
| WASHINGTON, D.C. | The Women's Bureau in the Labor Department has begun a program of consultation with unions and management to explore the elements of good affirmative action programs where women workers are concerned and provide them with information needed to comply with laws and executive orders. |
| NEW YORK CITY | Because of an obligation under the law, the New York City Personnel Department conducted a 3-month recruitment drive for the civil service sanitation men's examination at a time when there were no vacancies in the NYC Sanitation Department. Altogether, some 163,039 people applied to take the exam. A city councilman described the situation as a "cruel hoax." |
| UNDATED | Federal employment is expected to increase both this fiscal year and the fiscal year after that to break a period of decline in federal jobs since 1969. The number of full-time civilian workers employed by the federal government is expected to reach nearly 2.5 million next June 30th. The new budget projects that the federal civilian payroll will increase $2 billion in fiscal 1975 to $34.2 billion. |
| WASHINGTON, D.C. | Seeking to trim its swollen backlog of cases, the Equal Employment Opportunity Commission plans to investigate 33,000 complaints in the next fiscal year—nearly double this year's rate. |
| UNDATED | Fuel-caused materials shortages along with the shortage of gasoline itself is resulting in massive changes on the employment scene. In many cities, material-short companies are cutting back their needs for temporary workers. Many job-seekers are shunning jobs that require much driving distance from their home areas. |
| DALLAS, TEX. | Trade unionism has really done a job for professional athletes, according to Dr. George Scully, an economics professor at Southern Methodist University. Professional basketball players, once the slaves of club owners, now average $90,000 a year. Dr. Scully predicts that pro football salaries in the next two years will double their current average of $27,500 a season. |
| PHILADELPHIA, PA. | The Pennsylvania Commission on the Status of Women predicted recently that by 1980 women will comprise more than half the entire working force in the United States. |
| DUMAS, ARK. | Employees of the McGraw-Edison plant in Dumas voted 107 to 67 in favor of union representation recently despite a threat from the company, the local Chamber of Commerce and the mayor that the plant would close if it went union. |
| SAN JUAN, P.R. | A federal district judge issued a ruling recently which, in effect, asserted that the Landrum-Griffin Act applies to Puerto Rico. The judge refused to dismiss an action brought by the Secretary of Labor against the Union de Los Supermercados Pueblo. |
| FORT WORTH, TEX. | Willie Farah, president of the Farah Mfg., Co., boycott-bound manufacturer of pants, finally gave up. He announced the company's defeat in a 22-month-old conflict with the Amalgamated Clothing Workers of America. The union won recognition for Farah's 7,500 employees. The boycott, which Farah termed a "harsh weapon," depressed the company's earnings to $43,000 on sales of $132 million in fiscal 1973. |
| TORONTO, ONT. | The University of Waterloo in Toronto is offering a course for students on how to keep trade unionism out of factories and offices. |
| WASHINGTON, D.C. | Merger talks have been broken off between the American Federation of Teachers and the National Education Association. The NEA is against affiliation with the AFL-CIO as desired by the AFT. |

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

***The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.***

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**Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave. N. W., Washington, D. C. 20001.**

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# From The Field

### DENVER DRIVER DOES GOOD DEED

Car-hauler Charlie Faught, a member of Teamster Local 961 in Denver, Colo., turned some fuel bonus chits into a good deed recently at a truck stop in Douglas, Wyo.

Faught arranged for eight free steak dinners for elderly residents of a nursing home in the Wyoming city on the basis of free steak dinners for every 500 gallons of fuel he had purchased at a certain truck stop.

Faught was not always hungry when halting at the stop on his regular run from Denver while transporting autos for Jack Cooper Transport. So the free steak dinner chits began to collect. Faught made an arrangement with the truck stop operator to treat some elderly folk to the dinners, left a tip for the waitress who would serve the guests, and was home on his day off when the banquet was provided.

### DELAWARE PRESIDENT ON SAFETY COUNCIL

Frank J. Sheeran, president of Teamster Local 326 in Wilmington, Del., recently was elected to the board of directors of the Delaware Safety Council for the year 1974.

### GLASS BLOWER DECIDES TO TAKE A LONG REST

E. W. Vollmar, after working as a glass blower for Honeywell, Inc., almost 48 years, has decided to retire. Vollmar was one of the earliest supporters of what later became Teamster Local 1145 in Minneapolis, Minn. He later served on the local union's executive board and for many years held the post of recording secretary.

### RETIRED ORGANIZER DIES SUDDENLY

Walter A. Deans, who retired in 1972 after working 21 years as an organizer for Teamster Local 688 in St. Louis, Mo., died suddenly at his home recently. A native of Scotland, Deans was assigned to other Teamster jurisdictions many times through the years and was well known throughout the Central Conference of Teamsters.

### STEEL HAULER RECEIVES PLAQUE

Sam Birge, a member of Teamster Local 142 in Gary, Ind., received a plaque recently for driving the same truck 1.5 million miles without a preventable accident. Birge works for McLain's Trucking Co., out of Hammond, Ind. The award was in connection with driving a 1960 Mack truck through the years.

### BUSINESS REPRESENTATIVE RETIRES IN COLORADO

John R. Dykes, Jr., retired recently after serving 13 years as a business agent and officer of Teamster Local 146 in Colorado Springs, Colo.

Dykes' 31 years of membership included being a charter member of Local 146. For the past 8 years he has been secretary-treasurer of the local union.

### CALIFORNIA TEAMSTER COOL UNDER GUNFIRE

The Long Beach, Calif., police department's harbor division recently commended for bravery a member of Teamster Local 572, David M. Lopez, who came to the aid of officers when shots were fired at them.

Lopez was driving an emergency tow truck to remove a vehicle involved in an accident when he came upon two officers who were the targets of gunfire and pinned down behind their own cruise car. Lopez crawled through the rear door of the police car, climbed over the seat into the driver's position, and slowly drove the vehicle out of the sniper's range. The action allowed the officers, crouched behind their vehicle, to move to a safe area and yet retain visual surveillance of the sniper's location while maintaining radio communication to other units that responded to seal off the area of attack.

### CHATTANOOGA MEMBERS AID ACCIDENT VICTIM

Members of Teamster Local 515 in Chattanooga, Tenn., gathered more than $3,000 to aid the family of a Brother, Joe Stone, while he made a trip to Boston, Mass., for surgery and therapy. Stone was severely injured when his ready-mix truck went off a mountain near Chattanooga. He was pinned inside the cab and suffered six breaks in his back and required amputation of one leg.

### ALASKA TEAMSTER SERVES ATHLETICS

Coy Bailey, a 15-year member of Teamster Local 959 in Anchorage, Alaska, is a member of the Alaska State Athletic Commission, having been appointed by Gov. William Egan to a 4-year term.

### MIKE HESSION DIES IN PHILADELPHIA

Mike Hession, one-time chief executive officer of Teamster Local 107 in Philadelphia, Pa., died recently. He was a member of long-standing in Local 107, joining in 1937, and served as an officer in one capacity or another from 1954 through 1967.

### LOS ANGELES OFFICER TAKES RETIREMENT

Charles Walker retired recently as president of Teamster Local 547 in Los Angeles, Calif., after 24 years' service to the membership. Walker held various offices on the local union's executive board from 1950 on.

### IRISHMAN HONORED BY IRISH SOCIETY

The Irish American Teamsters Good Will Benevolent Assn., Inc., of Long Beach, N.Y., recently honored as "Irish Teamster of the year," John Mahoney, secretary-treasurer of Teamster Local 808 in Woodside, N.Y.

# OBSERVATIONS of the GENERAL PRESIDENT

GOOD NEWS doesn't seem to come in great quantities these days, but it was welcome news the other day when the announcement was made that the Arabs were discontinuing their boycott of petroleum products to the United States and other nations.

Yet, I cannot help but wonder if we Americans may turn good news into bad news if we go back to our wasteful ways, and discontinue the energy-saving measures which got us through the critical winter months. We should have learned the lesson well that energy is a precariously short-supply item. We should have learned that if we are to continue our present standard of living that conservation measures must be practiced diligently.

While we have the promise that fuel will be in greater supply this summer, that good news should not erase the fact that this nation must become independent for energy from other sections of the world. President Nixon has stated this important national goal, and every American should stand ready to do what is necessary to achieve it.

During the winter months of the energy crisis, we in the Teamsters worked hard to achieve measures to ease the impact of the crisis on the trucking industry which employs much of our membership.

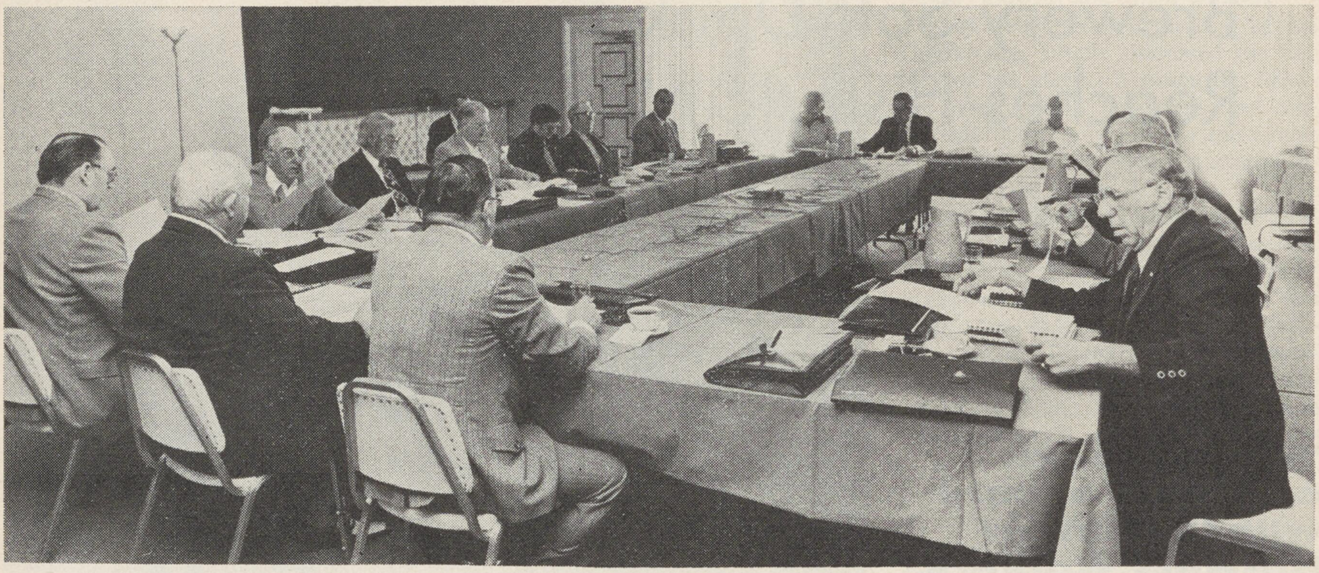
Many innovations were negotiated with the government; and while they were negotiated in crisis these measures will be standard practice and will not be discarded because of temporarily increased supplies of fuel.

There is much yet to be done if we are to become independent in our supplies of fuel and energy. I would hope that in the months ahead, the Congress will take a realistic look at the Teamster proposal to permit 65-mile-per-hour speed limits on federal highways between the hours of 10 p.m. and 6 a.m.

I would hope that the Congress will innovate meaningful legislation in the area of mass transit, providing a better method and fuel-saving methods of getting people to and from work.

If these things are to be accomplished, we need a drastic reordering of Congressional priorities. Recent polls indicate that the people of America are growing impatient with the Congress. The polls show that the people are ready for drastic action to solve national problems, and it is my hope that the Congress soon will adopt the same readiness and take some action to solve problems which have been ignored for too long.

Frank E. Fitzsimmons



Members of the Teamster General Executive Board in session at regularly quarterly meeting held in February in Palm Springs, California.

### Membership Hits 2,212,216 as

# Teamster General Executive Board Holds Quarterly Meeting in California

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting in February in Palm Springs, California, placing great emphasis on the impact of the energy crisis on membership employment and earnings in the trucking industry.

General President Frank E. Fitzsimmons reported extensively on his efforts to ease the impact on members' earnings and efforts to obtain full need fuel allocations for the trucking industry.

The Teamster leader reported on a series of meetings with President Nixon, Secretary of Labor Peter Brennan, Transportation Secretary Claude Brinegar, Energy Chief William Simon, and Interstate Commerce Commission Chairman George Stafford.

As a result of these meetings, several steps were taken to ease the impact of the energy crisis upon the trucking industry and upon the earnings and employment opportunities of trucking industry employees.

First, while fuel allocations were first set at 110 per cent of 1972 consumption, allocations were finally increased to total-need of the trucking industry, both for common carriers and independent truckers.

Secondly, impact of increased fuel prices was eased by the adoption of a pass-through surcharge to recoup increased fuel costs, also applicable to common carriers and independent truckers.

Thirdly, agents of the Internal Revenue Service were dispatched into the field to investigate reports of fuel price gouging of truckers.

And, assurances were obtained from the ICC that requests for increased rates from certificated and independent truckers based on increased costs of operation caused by the energy crisis would receive speedy and priority consideration.

Fitzsimmons also reported to board members that the National Master Freight Agreement had been reopened with employers to recoup losses drivers have suffered because of the reduction in speed limits on interstate and federal highways. (See separate story in this issue.)

The highlight of Secretary-Treasurer Murray W. Miller's report was the announcement that membership in the International Union had hit an all-time high. Per capita tax was paid by local unions to the International on 2,212,216 members for the month of February.

The membership increase over February, 1973, was 144,846.

In addition to reports from Fitzsimmons and Miller, board members heard reports from the IBT legal and legislative departments, and attended to regular housekeeping chores of the union.

**Merger Completed**

# Brewery-Soft Drink Conference Reaches Historic Milestones

**'We now have complete accord with the former Brewery Workers. We're very happy that we've consummated this merger.' —Fitzsimmons.**

Teamster General President Frank E. Fitzsimmons and IBT Vice President Ray Schoessling sat in on the business sessions of the National Brewery and Soft Drink Conference meeting held recently in Arizona. The gathering marked the 25th anniversary of the organization.

**'This is the opening of a new era with new goals and new problems.' —Schoessling.**

TWO MILESTONES were reached at a special convention of the Teamsters National Conference of Brewery and Soft Drink Workers held in Chandler, Ariz., at the end of February.

—Delegates took official action to conclude, at the divisional level, last November's merger of the International Brotherhood of Teamsters and the United Brewery Workers.

—They also sadly accepted the retirement from leadership of long-time Conference head, IBT Vice President Ray Schoessling of Chicago, Ill.

General President Frank E. Fitzsimmons was present for the entire meeting and addressed the nearly 100 delegates at the special convention which coincidentally marked the 25th anniversary of the founding of the Conference.

On behalf of all in attendance, Fitzsimmons expressed regret on the occasion of Schoessling's retirement from leadership of the Conference, and complimented him for his achievements.

The General President, describing the Conference as "one of the great independent units" within the International Union, commented that "it has proved itself in an uphill battle" through the years.

"We now have complete accord with the former Brewery Workers," said Fitzsimmons. "We're very happy that we've consummated this merger."

Fitzsimmons noted that the IBT membership had grown by a half-million members in the past seven years, and added that the record was made possible because of leadership throughout the International Union—the kind of leadership shown in the Brewery and Soft Drink division.

He also discussed the Teamsters Union efforts in dealing with the energy crisis, the national political scene, upcoming freight negotiations, and reasserted that he would be a candidate for reelection at the 1976 convention of the IBT.

In a brief address to the delegates, Schoessling explained he was stepping

**Leadership alignment of the Brewery-Soft Drink Conference for the future (left to right): Tony Felicetta, recording secretary; Thomas Rusch, director of organization; Frank Seban, secretary-treasurer; Karl Feller, director; William Young, secretary pro-tem; Louis LaCroix, director of organization for Canada; John Hoh, general organizer, and Charlie Klare, assistant director of organization.**

down because the press of other duties—including the directorship of the Central Conference of Teamsters—was dividing his time to the extent that he felt he could no longer give proper attention to the brewery and soft drink activity.

Schoessling termed the convention a milestone in that it marked the end of "long years of costly rivalry between our organization and the United Brewery Workers" while opening "the pages on a new era with new goals and new problems."

He gave a graphic description of the changes that have taken place in the brewing industry, particularly in the past two decades, and reminded the delegates that the future struggle will increasingly become one of dealing with a few giant companies.

Therefore, Schoessling said, more than ever before there will be a need for national bargaining. He proudly cited national Teamster agreements reached in recent months with Jos. Schlitz and Anheuser-Busch.

Schoessling also emphasized the need to take advantage of an opportunity awaiting in the soft drink industry where a major organizing effort should be made.

Frank Seban of Chicago, Ill., Schoessling's assistant for 25 years, was named the new Secretary-Treasurer of the Conference. He pledged cooperation with all Teamster local unions having jurisdiction in brewery and soft drink industries and urged continued cohesiveness wrought by the retiring secretary-treasurer.

As part of the final merger process, delegates changed the name of their organization to: "Conference of Brewery and Soft Drink Workers of the United States of America and Canada."

Other changes in the Conference constitution and bylaws included extension of the jurisdiction to include not only "all workmen employed by or in the brewing, citrus products, syrup, grain, milling, malting, yeast, vinegar, soft drink, carbonated beverages, soda, mineral and other water industries"—but also "wine, distillery, liquor, tobacco and allied workers."

Karl Feller, named director of the Conference, briefly discussed the history of the merger between the Brewery Workers and Teamsters, and concluded: "Our only goal in the future is to bring about greater accomplishment for our people."

Tony Felicetta remains as recording secretary of the Conference. Thomas Rusch was named director of organization, Charles Klare was named assistant director of organization, Arthur Gildea was named secretary and William Young became secretary pro-tem. Louis LaCroix was named director of organization for Canada.

The realignment of leadership resulted in the establishment of 19 vice directors. They are: Harold Bondy, Leonard Brown, Robert Campbell, Lester Connell, Renato Cuellar, George Dickman, John Felice, Jr., Joseph J. Fitzsimmons, John Girard, Gordon Grubb, David Levinger, Guy Lewis, W. L. Piland, Anthony Sapienza, John J. Schaefer, Austin Shiver, John Vutich, Ralph Waymire and Louis Zaccagni.

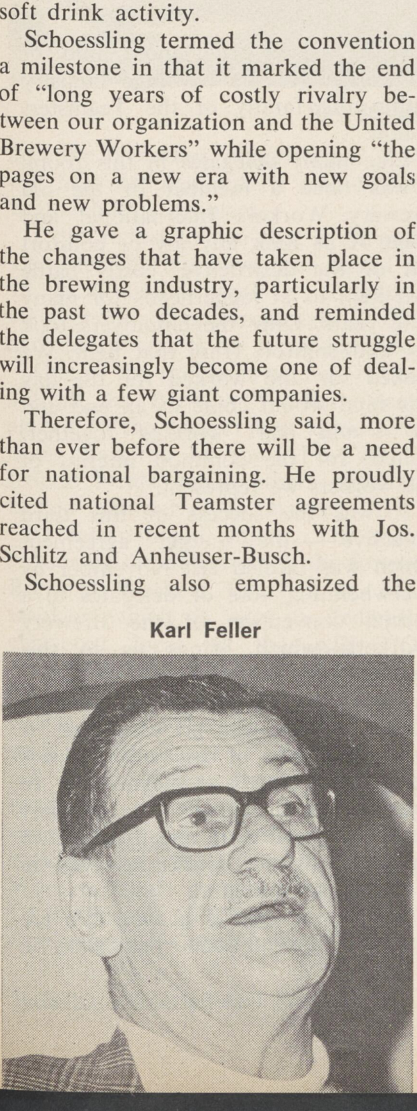
John Hoh, former director, is now an International general organizer assigned to the Conference.

General executive board members taking part in the convention were IBT Vice Presidents Harold Gibbons of St. Louis, Mo., Robert Holmes of Detroit, Mich., and Edward Lawson of Vancouver, B.C.

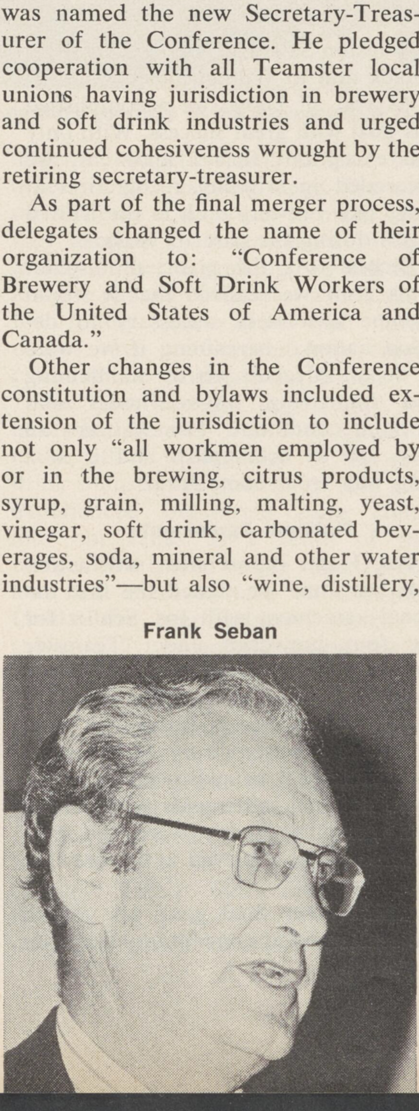
M. E. Anderson, soon to become director of the Western Conference of Teamsters, was a guest. Howard Jones, Secretary-Treasurer of the Southern Conference of Teamsters, represented the SCT director, Vice President J. W. Morgan. Robert Flynn represented Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters.

R. V. Durham, director of the IBT safety and health department, addressed the convention briefly.

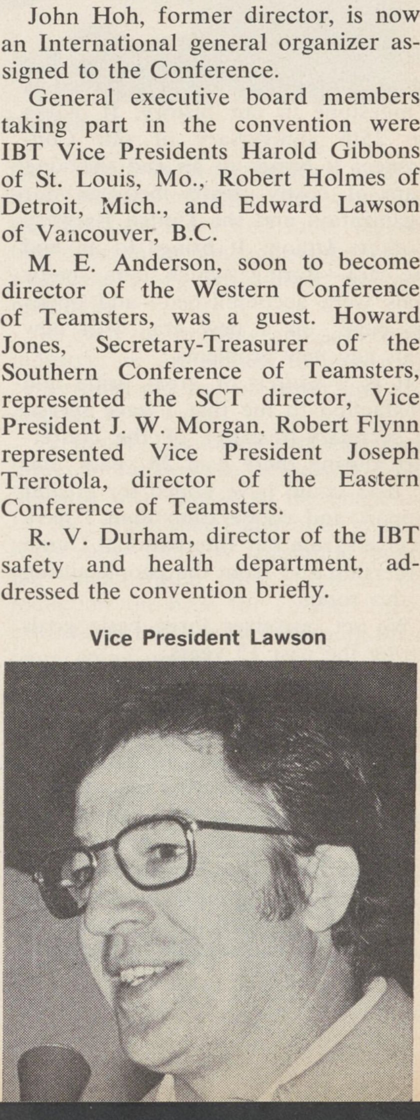
**Karl Feller**



**Frank Seban**



**Vice President Lawson**



# Ray Schoessling Steps Down as Brewery-Soft Drink Leader

*(Following is the full text of an address made to delegates by IBT Vice President Ray Schoessling as he retired from leadership of the Teamster Brewery and Soft Drink Conference in late February.)*

THIS special convention of our National Conference must be regarded as a milestone in our history. It marks the 25th anniversary of our Conference. It brings to an end the long years of costly rivalry between our organization and the United Brewery Workers Union. It brings to an end one era—during which our major goals were accomplished—and opens the pages on a new era, with new goals and new problems.

It is a source of great pride and satisfaction to me that I have served as secretary-treasurer of the conference during these past 25 years, and no man could have hoped for greater support and cooperation than I have received from our International Union leadership and from the people sitting in this room.

We set ourselves three basic goals during the past 15 years:

First—Having reached the conclusion that our industry was moving toward domination by a few giant companies with plans to build new plants in key areas across the country, we resolved to go out and fight to win representation rights at every plant as it was built. Our Conference staff, with excellent support, moved from Tampa to Houston to Longview to Columbus to Jacksonville to Memphis to Winston-Salem to Georgia to Merrimack and to Williamsburg.

As you all know, we accomplished this goal with great success. With only two exceptions that I know of, we succeeded in winning recognition at every new brewery built in the United States during the past 15 years.

Second—As the giant, multi-plant firms grew we realized that it would become absolutely necessary to develop national bargaining if we were to do an effective job of maintaining and improving wages, hours and working conditions. This was not an easy job to accomplish and it is a long way from completion.

### National Agreements

But I can report with satisfaction that last June we signed the first national agreement with Jos. Schlitz for the four breweries under Teamster contract, and that we bargained on a national basis and reached a settlement with Anheuser-Busch for nine breweries represented by 14 Teamster local unions. I can also tell you that these national settlements with Schlitz and Anheuser-Busch were the best contracts ever achieved in the brewing industry.

Third—Our final goal, one which we reaffirmed at convention after convention, was to bring about unity of all workers in the beverage industry within the family of the Teamsters Union.

Like many delegates in this room, I was once a member of the old Brewery Workers International and none of us took any joy or comfort out of the destructive, costly battle that kept us at loggerheads for many long years. Only the employers took joy and comfort from that fight. We looked for and worked for the day this feud would come to an end and we would start working together, united, for the common interest of the workers we represent.

It was the success of this third objective — the merger agreement which was ratified last November by overwhelming vote of delegates to a special convention of the Brewery Workers—which brings us to this convention.

I can tell you that the completion of the merger was no easy task. It took 18 months of discussion, education, convincing and negotiating to bring it about. There will be many months of hard work ahead before we complete all the details involved in a merger of this kind.

But the merger is a fact! We are now a single, united organization in the beverage industry and we must now look to and plan for the future and for the continued success of this Conference.

In a very real sense, therefore, this convention marks the end of an era and the beginning of a new one. This convention will have to establish the machinery and the team to go on from here to meet the new problems and to set new goals for the Conference for the years ahead.

One of our immediate tasks is the orderly completion of the merger of former Brewery Workers local unions into the Teamster organization. You will hear detailed reports on how we approach this problem.

I can report to you that as of now Teamster charters have been issued to 95 local unions with a combined membership of approximately 30,000 and the process is far from complete.

One of the problems we face is that not all the Brewery Workers locals agreed to the merger and some have been chartered by the AFL-CIO as federal locals, while others have attached themselves to existing AFL-CIO international unions. The most serious of the defections is the former Brewery Workers Local 9 in Milwaukee which is now a federally chartered local of the AFL-CIO. Local 9 is also serving as the base for attempted raids against former locals which have now come into the Teamsters organization.

I can tell you that our biggest headache is in Canada where a very strong nationalist trend has caused a majority of the former Brewery Workers locals to reject the merger. Of the former 10,000 Brewery Worker members in Canada, at the moment less than 3,000 have accepted Teamster charters.

This is easily the most important and immediate task before us for the next many months. It will include new elections at many plants and a long round of National Labor Relations Board activity before we settle down to normalcy.

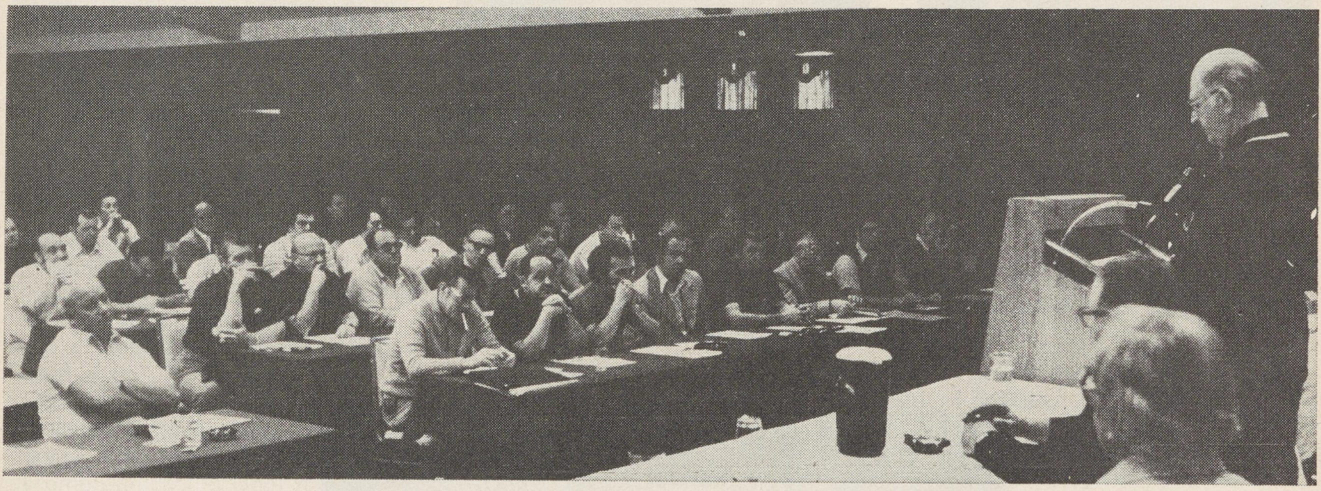
Organizing will always be a major consideration of this Conference and we will have to develop a new program with greater emphasis than ever before on the soft drink industry. There are now two new breweries under construction and at least two others in the planning stage. We will do whatever is necessary to make sure they become Teamster plants. In this and any other organizing, we will follow the pattern of the past which calls for fullest cooperation with local unions, area conferences, joint councils, and the International Union.

We now have an opportunity we never had before—that is to launch a major effort to organize in the soft drink industry. A number of able and experienced organizers have come into our ranks as a result of the merger. We intend to use these forces and this talent to take on this job. Unlike the beer industry, which is substantially organized except for a scattering of smaller distributors, the soft drink industry in this country remains largely unorganized.

We will have to continue improving and expanding our program of national bargaining. When this Conference was created, there were some 600 breweries in operation in the country. Today, there are no more than 80. In 1938, the 600 breweries produced and sold about 70 million barrels of beer annually. We see that within a year or so, Schlitz and Anheuser-Busch alone will have a combined yearly capacity of more than 70 million barrels. In a few years, a handful of corporations will produce and sell 90 per cent of all the beer sold in the United States.

We know this. We know equally that we will have to develop and strengthen national bargaining and national contracts to deal with these giants. No single local union can go it alone any longer.

We will also have to do much more than before in the legislative field as it affects our industries. For example, we will face more and more legislation concerning non-returnable bottles and cans along with other package materials.



Ray Schoessling bids goodbye to the Brewery-Soft Drink Conference.

In both the brewing and soft drink industry, we are subject to legislation concerning the use of water and the disposal of sewage.

A major legislative problem continues to confront us in the soft drink industry with respect to the challenge to the established franchise system. Right now there is legislation pending which would offer a federal tax reduction on beer for smaller breweries as an assist toward keeping them from going under.

Legislation is an area in which we have done little, but one which may have a serious bearing on the jobs of our members. We will have to pay attention.

So, I say again that this convention closes the door on our first quarter century of this Conference and starts off fresh on what I hope and believe will be many years of continued success and progress.

**Frank E. Fitzsimmons**
**Feature Speaker**

**Labor Secretary Brennan**
**Receives National Award**

**W. L. "Bill" Williams**
**Receives Labor Award**

**More than 900 attended the Seattle Joint Labor-Industry Community Awards Banquet. Proceeds from the $25-a-plate affair went to the Fred Hutchinson Cancer Research Center.**

# Seattle Labor-Industry Banquet Honors Secretary of Labor and Teamster Organizer Williams

SECRETARY OF LABOR Peter J. Brennan and Teamster General Organizer W. L. 'Bill' Williams were among those recognized last month at the second annual awards dinner of the Joint Business-Labor-Industrial Community of Seattle.

Teamster General President Frank E. Fitzsimmons was feature speaker at the $25 a plate event attended by nearly 1,000, proceeds from which went to the Fred Hutchinson Cancer Research Center in Seattle.

Fitzsimmons presented the Labor Secretary with the National Public Service award. The Teamster leader commended Brennan for the courage in calling "for increased wages so that American workers could keep up with the rising cost of living.

"It is this kind of feeling for the problems of American workers and a lifelong dedication to help solve those problems which make your National Public Service Award so appropriate and so timely," Fitzsimmons told the gathering.

Speaking of Bill Williams who has just closed out a 42-year career in the Teamsters, Fitzsimmons said that "no one retires with more honor, after a lifetime of service to his fellow man."

Washington Lt. Gov. John Cherberg presented Williams with the Labor Service Award saying William's accomplishments in labor management negotiations are unexcelled and lauded the Teamster organizer for "doing so much to improve the lives of many people."

Others honored by the group were:

David E. Skinner, head of the Seattle—King Development Council—the Industry Service Award.

C. Carey Donworth, chairman of Seattle's Metro Council—the Community Service Award.

Dr. Leonard A. Cobb, cardiology chief at Harborview Medical Center, and Gordon Vickery, ex-chief of Seattle's Fire Department—Special Service Awards.

Washington Governor Dan Evans and U.S. Senator Warren Magnuson, along with officials of various Teamster and other unions participated in the affair.

Teamster Vice President and President of Teamster Joint Council 28, Arnie Weinmeister was dinner chairman. Weinmeister commented that no problem today is "more urgent than that of establishing sound, cooperative relations between workers and management. That is what this banquet is all about," Weinmeister said.

**Arnie Weinmeister**
**Banquet Chairman**

## 'Accentuate the Positive'
## Fitzsimmons Tells Seattle Banquet

**Rather than despair, Americans should take a positive stance in seeking solutions to problems entailed in inflation, the energy crisis and escalating unemployment.**

**That was the theme of Teamster General President Frank E. Fitzsimmons as he addressed a recent Seattle banquet honoring Secretary of Labor Peter Brennan, Teamster Organizer W. L. 'Bill' Williams and four other Seattle residents.**

**Fitzsimmons was the feature speaker at the second annual Joint Business-Labor Industrial Community of Seattle.**

**Said the Teamster leader:**

**"When I see the malaise of negativism sweeping our national spirit, I become very sad."**

**Fitzsimmons told the diners, composed of a cross section of industrial business life, trade unions and high ranking state and federal officials:**

**"I say it is time for us in this great country to get positive once again. It is time in this country for us to think of ourselves as one united to achieve, rather than many divided to tear down."**

**The problems confronting the nation are well-known and understood by President Nixon who "clearly outlined them in his State of the Union Address," Fitzsimmons said. Saying that he firmly believes those who are guilty in the "excesses" of Watergate should be brought to justice, Fitzsimmons added:**

**"This nation can ill-afford the dubious luxury of political witch-hunting while letting national problems and goals take a secondary priority.**

**"I think it speaks poorly of legislative leadership and poorly of the national media when they concentrate primarily on Watergate while ignoring or brushing over such problems as the energy crisis and high unemployment.**

**"It is almost an admission that they have no answers to our problems, and in the guise of doing something, the negative nature of Watergate occupies all of their time and their thoughts."**

**The Teamster president said that with Americans taking a positive stance, "I see the energy crisis being solved rather than something which will engulf our great productive process."**

**Teamster General President Frank E. Fitzsimmons discusses impact of energy crisis on drivers earnings at meeting of the National Master Freight Negotiating Committee.**

# Union Studies Freight Contract Reopening

A subcommittee of the National Master Freight Negotiating Committee will draft demands to be presented to employers as the committee prepares for the reopening of the freight contract.

Teamsters General President Frank E. Fitzsimmons has notified employers that the agreement will be renegotiated to make drivers whole for earnings lost because of reduced speed limits imposed during the energy crisis.

Employers have agreed to meet under the emergency reopening clause in the agreement.

More than 100 representatives of local unions with freight jurisdiction met the first week in March in Washington, D.C., to discuss the impact of the energy crisis on drivers' earnings.

Following more than two hours of discussions, the negotiating committee adopted a motion under which Area Conference Directors will appoint equal numbers to a subcommittee to gather information and draft demands to be presented at an early date to the employers.

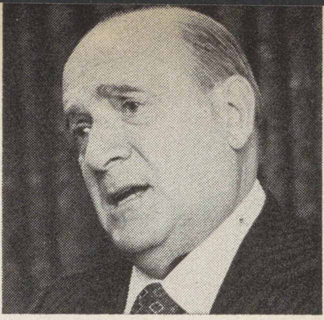
Fitzsimmons outlined the narrow area in which contract talks will be conducted, saying that bargaining will be limited to recouping earning losses suffered by employees because of the speed limit reduction on the nation's Interstate and Federal highways.

Attending the meeting along with Fitzsimmons were General Secretary-Treasurer Murray W. Miller, and IBT Vice Presidents George Mock, Harold Gibbons, Joseph Trerotola (Eastern Conference Director), Robert Holmes, Ray Schoessling (Central Conference Director), William McCarthy, Sam Provenzano, Edward Nangle, Roy Williams (Chairman, National Freight Division), Joseph Morgan (Director, Southern Conference), Weldon Mathis, and Arnie Weinmeister.

# TALKING IT OVER

## Energy and Trucking

Frank E. Fitzsimmons
Murray W. Miller
Joseph Trerotola

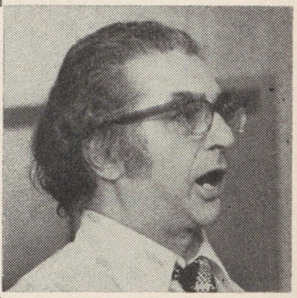


Joseph Morgan
Roy Williams

William Joyce

Paul Priddy

R. V. Durham



Frank Scinta

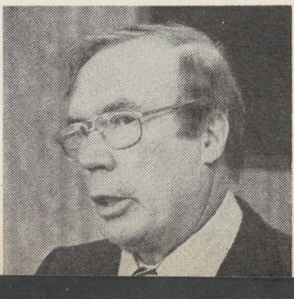
Charles Mack

Harold Yates

Don Wells

John Sasano

Roland McMasters



Robert Cassidy

## A Disenchanted AFL-CIO

# 'No More Money, Boycott Support For Farm Workers Union'—Meany

AFL-CIO President George Meany expressed a growing disenchantment of the AFL-CIO with Cesar Chavez and the United Farm Workers Union during a news conference during the recent Miami Beach meeting of the federation's executive council.

Meany said the AFL-CIO had given Chavez $1.6 million, "but no more (money) is possible."

The AFL-CIO leader also said the huge labor federation will no longer support Chavez in secondary boycott activities by which the UFWU tries to turn customers away from stores that handle products grown and harvested by Teamster members.

Meany said Chavez could expect support only in boycotts of non-union grown and harvested grapes and lettuce.

The measure of Meany's disenchantment was taken from his criticism of the strike Chavez conducted during the last grape growing season in the Coachella Valley in California.

Meany declared the farm workers who worked during the strike were members of the Chavez Union. (Actually, they were Teamster members who had abandoned the UFWU in favor of Teamster membership.)

"He (Chavez) didn't have the loyalty (of the workers) in that strike," Meany said.

"It was almost a disaster."

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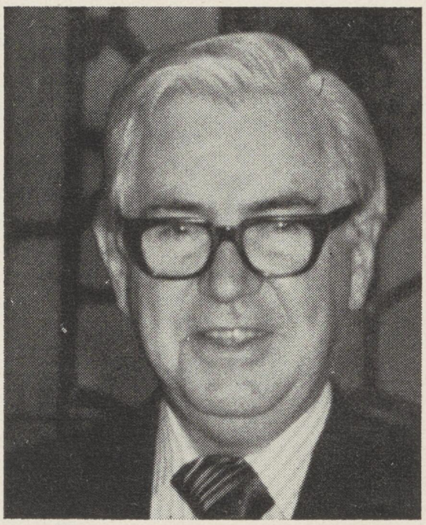
**Going Forward**

# Staff Appointments Made For IBT Organizing Drive

Teamster General Secretary Treasurer, Murray W. Miller, recently named director of organizing for the International Union by General President Frank E. Fitzsimmons, has announced major staff appointments in the new department.

Under his supervision, the International Union organizing program will be directed by Norman Goldstein and John J. Greeley.

Norman Goldstein



John Greeley

Goldstein recently came to the International Union from the Southern Conference of Teamsters where he was an administrative assistant to Conference Director Joseph Morgan. Greeley is director of the National Warehouse Division, and will continue in that capacity in addition to his now organizing responsibilities.

Miller announced also that five field organizers have been hired and that already certain companies have been singled out as targets for organizing.

Goldstein has been with the Teamsters since 1951, when he joined Local 810 in New York following graduation from law school. He served as an organizer with Local 810 until 1956 when he went to work as an organizer and business agent for Local 290 in Miami, Florida. For several years he served as secretary-treasurer of the Miami Building Trades Council, and in 1961 went to work as an organizer for the Georgia-Florida Conference of Teamsters.

In 1964 he became secretary-treasurer of newly chartered Local 769, and in 1969 went to work as an organizer for the Southern Conference of Teamsters and director of the conference airline division. Goldstein served in that capacity until February when he joined the International Union organizing department.

John Greeley, a native of Boston, first went to work for the Teamsters in 1938 as recording secretary of Local 829, and became business agent for the local 1942.

He held that position until 1954, when he became director of the warehouse division of the Eastern Conference of Teamsters. In 1966, Greeley became director of the National Warehouse Division for the International Union, a position he holds today.

## ● First Law

The first state law fixing 10 hours as a legal workday was passed in New Hampshire in 1847, according to the Labor Department.

## Norwood Spearheads Lady Unionists

Elizabeth Norwood, assistant research director for tthe Eastern Conference of Teamsters, is one of the founding mothers of the National Coalition of Labor Union Women (NCLUW).

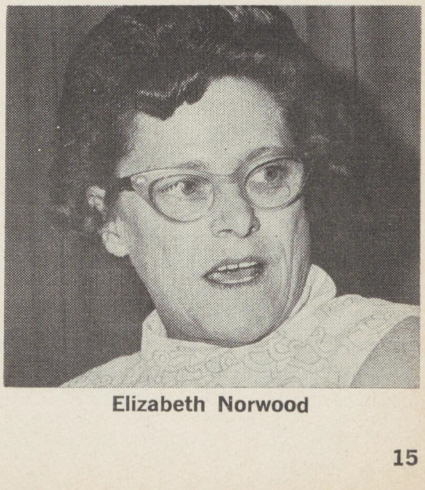
The NCLUW held its first national conference in Chicago March 22-24, 1974. The General Executive Board of the International Brotherhood of Teamsters has given its endorsement to the NCLUW.

NCLUW's national planning committee states the organization's purpose as follows:

"To bring together women union members and retirees of bona fide collective bargaining organizations to deal with our special concerns as unionists and women in the labor force . . . In an inter-union framework, the Conference will consider positive action in the areas of equal pay, equal rights and equal opportunity . . . (more specifically) . . . education about women's legal rights, adequate maternity benefits and child care, equitable hiring and promotion practices, adequate minimum wage, up-grading and affirmative action, organizing the unorganized women workers, and equitable representation of women in union structures and policy making decisions."

In addition to being a spearhead in formation of NCLUW, Sister Norwood served in 1971 as a consultant to the U.S. Department of Labor, Employment Standards Administration, Office of Federal Contract Compliance, upon the recommendation of Teamster General President Frank E. Fitzsimmons.

She also served as a consultant to the Women's Bureau of the U.S. Department of Labor representing the Teamsters Union.



Elizabeth Norwood

# House Voting Records—93rd Congress

## (First Session)

**Published below are voting records of U.S. Congressmen and Congresswomen on key issues during the first session of the 93rd Congress. They were rated "R" (right)) or "W" (wrong) on eight key issues on which the International Brotherhood of Teamsters took a strong position. "NV" indicates the Congressman or Congresswoman did not vote on the issue. The 8 key issues are outlined directly below, and the individual votes follow.**

### 1. Highway Trust Fund

On their first opportunity to vote on a controversial proposal that would allow metropolitan areas to finance mass transit systems with money in the Highway Trust Fund—an earmarked federal account established by Congress in 1956 and funded by taxes on gasoline and other motor products—House members April 19, 1973 rejected the plan by a 25 vote margin 190-215. The amendment was offered by Representative Glenn M. Anderson (D-Calif.). A Right Vote "R" was a vote for the Anderson amendment.

### 2. Minimum Wage

In a reversal of its 1972 position, the House June 6, 1973 rejected by a 199-218 vote an administration-backed substitute minimum wage bill. The substitute bill, offered by Representative John N. Erlenborn (R-Ill.), would have stretched out the time period for raising the minimum wage and denied any extension of coverage to new categories of workers. The substitute also established a subminimum rate for youths under 18 and full-time students. A Right Vote "R" was a vote against the Erlenborn amendment.

### 3. Minimum Wage

On June 6, 1973 the House, by a 251-163 vote, adopted an amendment by Representative Edith Green (D-Ore.) deleting a provision in the minimum wage bill that would have phased out an existing overtime pay extension for employees engaged in seasonal occupations and certain agricultural processing industries. A Right Vote "R" was a vote against the Green amendment.

### 4. Prepaid Legal Services

As in the Senate, an unfavorable amendment to labor was offered during debate on legislation to provide prepaid legal services as a fringe benefit in labor-management contracts. Offered by Representative William A. Steiger (R-Wisc.), the amendment would have provided that no labor organization or employer would be required to bargain on the establishment of a legal services trust fund, but once established, it would be an unfair labor practice to unilaterally modify or terminate the trust fund agreement or to refuse to bargain concerning the trust fund in subsequent negotiations. The amendment was rejected June 12, 1973 by a 177-223 vote. A Right Vote "R" was a vote against the Steiger amendment.

### 5. Food Stamps For Strikers

Contending that providing food stamps to strikers amounts to government interference on the side of a union and strikes at the very heart of free and collective bargaining, Representative William L. Dickinson (R-Ala.) offered an amendment to the farm program extension bill to deny food stamps to strikers and their families. On July 19, 1973, the House supported the Dickinson amendment on a close vote of 208-207. A Right Vote "R" was a vote against the amendment.

### 6. Wage—Price Controls

When legislation was passed out of the House Banking Committee last year, a labor-supported amendment was included that would have rolled back prices, interest rates and rents while exempting workers earning less than $3.50 per hour from wage controls. In a parliamentary move on April 16, 1973, to side track this favorable bill, conservatives failed in their attempt to force adoption of an inadequate substitute measure by a 147-258 vote. A Right Vote "R" was a vote for the issue.

### 7. Labor—HEW Appropriations

On June 26, 1973, Representative Robert Michel (R-Ill.) and his conservative supporters, failed in an attempt to reduce appropriations for 26 labor-supported health, education and economic opportunity programs by $631-million. The Michel motion, to recommit the bill to the Appropriations Committee and delete the funds from the bill, was defeated by a 186-219 vote. A Right Vote "R" was a vote against the motion.

### 8. Rail Workers Compensation

During the November 8, 1973, House debate on legislation to re-structure the six bankrupt railroads in the Northeast, Representative Dan Kuykendall (R-Tenn.) offered an amendment to limit to six years the period of compensation paid to railroad workers who lost their jobs or received salary reductions due to the re-organization. This major challenge to the labor protection provisions of the bill was rejected 187-198. A Right Vote "R" was a vote against the amendment.

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|
| **ALABAMA** | | | | | | | | |
| 1. Edwards (R) | R | W | W | W | W | W | W | W |
| 2. Dickinson (R) | W | W | W | W | W | W | W | W |
| 3. Nichols (D) | W | W | W | W | W | W | R | W |
| 4. Bevill (D) | W | R | W | W | R | R | R | R |
| 5. Jones (D) | NV | R | W | R | R | NV | R | R |
| 6. Buchanan (R) | R | W | W | W | W | W | W | NV |
| 7. Flowers (D) | W | W | W | W | R | W | R | R |
| **ALASKA** | | | | | | | | |
| AL. Young (R) | W | R | W | W | W | W | R | W |
| **ARIZONA** | | | | | | | | |
| 1. Rhodes (R) | W | W | W | W | W | W | W | W |
| 2. Udall (D) | R | R | W | R | R | W | R | R |
| 3. Steiger (R) | W | W | W | NV | W | W | W | W |
| 4. Conlan (R) | W | W | W | W | W | W | W | W |
| **ARKANSAS** | | | | | | | | |
| 1. Alexander (D) | W | R | W | W | R | NV | R | NV |
| 2. Mills (D) | W | NV | W | R | NV | W | NV | NV |
| 3. Hammerschmidt (R) | W | W | W | W | W | W | W | NV |
| 4. Thornton (D) | W | R | W | R | R | W | R | W |
| **CALIFORNIA** | | | | | | | | |
| 1. Clausen (R) | W | W | W | W | W | W | W | W |
| 2. Johnson (D) | W | R | R | R | R | W | R | R |
| 3. Moss (D) | R | R | R | R | R | R | R | R |
| 4. Leggett (D) | W | NV | R | R | R | R | R | NV |
| 5. Burton (D) | R | R | R | R | R | R | R | R |
| 6. Mailliard (R) | R | R | W | R | R | R | W | W |
| 7. Dellums (D) | R | R | R | R | R | R | R | W |
| 8. Stark (D) | R | R | R | R | R | R | R | R |
| 9. Edwards (D) | R | R | R | NV | R | R | R | R |
| 10. Gubser (R) | R | W | W | W | W | W | W | W |
| 11. Ryan (D) | NV | R | R | R | R | NV | R | R |
| 12. Talcott (R) | NV | W | W | W | NV | W | W | W |
| 13. Vacancy | | | | | | | | |
| 14. Waldie (D) | R | R | R | NV | R | NV | R | W |
| 15. McFall (D) | W | R | R | R | R | R | R | R |
| 16. Sisk (D) | W | R | R | R | R | W | R | R |
| 17. McCloskey (R) | R | R | R | R | R | W | R | W |
| 18. Mathias (R) | NV | W | W | W | W | W | W | W |
| 19. Holifield (D) | R | R | R | R | R | R | R | R |
| 20. Moorhead (R) | R | W | W | W | W | W | W | W |
| 21. Hawkins (D) | R | R | R | R | R | R | R | W |
| 22. Corman (D) | W | R | R | NV | R | R | R | NV |
| 23. Clawson (R) | W | W | W | W | W | W | W | W |
| 24. Rousselot (R) | W | W | W | W | W | W | W | W |
| 25. Wiggins (R) | R | W | W | W | W | W | W | R |
| 26. Rees (D) | R | R | W | R | R | R | R | R |
| 27. Goldwater (R) | R | W | W | W | W | W | W | W |
| 28. Bell (R) | R | R | R | NV | R | W | W | NV |
| 29. Danielson (D) | R | R | R | R | NV | R | NV | W |
| 30. Roybal (D) | R | R | R | R | R | R | R | W |
| 31. Wilson (D) | R | R | R | R | R | R | R | W |
| 32. Hosmer (R) | W | W | W | W | W | W | W | NV |
| 33. Pettis (R) | R | W | W | W | W | W | W | R |
| 34. Hanna (D) | NV | R | R | NV | R | R | R | R |
| 35. Anderson (D) | R | R | R | R | R | R | R | R |
| 36. Ketchum (R) | W | W | W | W | W | W | W | W |
| 37. Burke (D) | R | R | R | R | R | R | R | W |
| 38. Brown (D) | R | R | R | R | R | R | R | R |
| 39. Hinshaw (R) | R | W | W | W | W | W | W | W |
| 40. Wilson (R) | NV | W | W | W | W | NV | W | W |
| 41. Van Deerlin (D) | R | R | R | R | R | R | R | R |
| 42. Burgener (R) | R | W | W | W | W | W | W | NV |
| 43. Veysey (R) | W | W | R | W | W | W | W | W |
| **COLORADO** | | | | | | | | |
| 1. Schroeder (D) | R | R | R | R | R | R | R | R |
| 2. Brotzman (R) | R | W | W | W | W | W | W | W |
| 3. Evans (D) | R | R | R | W | R | R | R | R |
| 4. Johnson (R) | W | R | W | W | W | W | W | W |
| 5. Armstrong (R) | W | W | W | W | W | W | W | W |
| **CONNECTICUT** | | | | | | | | |
| 1. Cotter (D) | R | R | R | R | R | R | R | R |
| 2. Steele (R) | R | R | W | R | R | W | R | R |
| 3. Giaimo (D) | R | R | W | R | R | W | R | R |
| 4. McKinney (R) | R | R | R | R | R | W | R | R |
| 5. Sarasin (R) | R | R | W | R | W | W | R | W |
| 6. Grasso (D) | R | R | R | R | R | R | R | R |
| **DELAWARE** | | | | | | | | |
| AL. DuPont (R) | R | W | W | W | W | W | R | W |
| **FLORIDA** | | | | | | | | |
| 1. Sikes (D) | W | W | W | W | W | R | W | W |
| 2. Fuqua (D) | W | W | W | W | NV | W | R | R |
| 3. Bennett (D) | W | R | W | W | W | W | W | W |
| 4. Chappell (D) | W | W | W | W | W | W | W | W |
| 5. Gunter (D) | NV | W | W | R | W | W | R | W |
| 6. Young (R) | R | W | W | W | W | W | W | W |
| 7. Gibbons (D) | NV | R | W | R | W | W | R | R |
| 8. Haley (D) | W | W | W | R | W | W | W | W |
| 9. Frey (R) | R | W | W | W | W | W | W | W |
| 10. Bafalis (R) | W | W | W | W | W | W | W | W |
| 11. Rogers (D) | R | W | W | W | W | W | R | W |
| 12. Burke (R) | R | W | W | R | W | W | W | NV |
| 13. Lehman (D) | R | R | R | R | R | R | R | R |
| 14. Pepper (D) | R | R | R | R | R | R | R | R |
| 15. Fascell (D) | R | R | R | R | R | R | R | R |
| **GEORGIA** | | | | | | | | |
| 1. Ginn (D) | W | R | W | R | W | W | R | R |
| 2. Mathis (D) | W | W | W | W | W | W | W | W |
| 3. Brinkley (D) | W | W | W | W | W | W | W | W |
| 4. Blackburn (R) | W | W | W | W | W | W | W | NV |
| 5. Young (D) | R | NV | R | R | R | R | R | R |
| 6. Flynt (D) | W | W | NV | W | W | W | W | W |
| 7. Davis (D) | NV | R | W | W | R | R | NV | W |
| 8. Stuckey (D) | W | W | W | R | W | W | R | R |
| 9. Landrum (D) | W | W | NV | NV | W | W | W | W |
| 10. Stephens (D) | W | W | W | W | W | R | R | W |
| **HAWAII** | | | | | | | | |
| 1. Matsunaga (D) | R | R | R | R | R | R | R | R |
| 2. Mink (D) | R | R | R | R | R | R | R | R |
| **IDAHO** | | | | | | | | |
| 1. Symms (R) | W | W | W | W | W | W | W | W |
| 2. Hansen (R) | W | R | R | W | R | W | W | R |
| **ILLINOIS** | | | | | | | | |
| 1. Metcalfe (D) | R | R | R | R | R | R | R | R |
| 2. Murphy, M. (D) | R | R | W | R | R | R | R | W |
| 3. Hanrahan (R) | R | W | W | W | W | W | R | W |
| 4. Derwinski (R) | R | W | W | W | W | W | W | W |
| 5. Kluczynski (D) | R | R | W | R | R | R | R | R |
| 6. Collier (R) | R | W | W | R | W | W | W | W |
| 7. Collins (D) | * | * | * | R | R | * | R | R |
| 8. Rostenkowski (D) | R | R | W | NV | R | R | R | R |
| 9. Yates (D) | R | R | R | R | R | R | R | R |
| 10. Young (R) | NV | W | W | W | W | W | W | W |
| 11. Annunzio (D) | R | R | R | R | R | R | R | R |
| 12. Crane (R) | W | W | W | W | W | W | W | R |
| 13. McClory (R) | R | W | W | W | W | W | W | W |
| 14. Erlenborn (R) | R | W | W | NV | W | W | W | W |
| 15. Arends (R) | W | W | W | W | W | W | W | W |
| 16. Anderson (R) | R | W | W | W | W | W | W | R |
| 17. O'Brien (R) | R | W | NV | R | W | W | W | W |
| 18. Michel (R) | W | W | W | W | W | W | W | W |
| 19. Railsback (R) | W | W | W | R | R | W | W | W |
| 20. Findley (R) | W | R | R | W | W | W | W | W |
| 21. Madigan (R) | R | W | W | W | W | W | W | R |
| 22. Shipley (D) | R | R | W | R | W | W | R | R |
| 23. Price (D) | R | R | R | R | R | R | R | R |
| 24. Gray (D) | W | R | W | R | R | R | R | R |
| **INDIANA** | | | | | | | | |
| 1. Madden (D) | R | R | R | R | R | R | R | R |
| 2. Landgrebe (R) | W | R | W | NV | NV | W | W | W |
| 3. Brademas (D) | R | R | R | R | R | R | R | R |
| 4. Roush (D) | R | R | R | R | R | W | R | NV |
| 5. Hillis (R) | W | R | W | R | R | W | W | NV |
| 6. Bray (R) | W | W | W | W | W | W | W | W |
| 7. Myers (R) | W | W | W | R | W | W | W | NV |
| 8. Zion (R) | W | W | W | W | W | W | W | W |
| 9. Hamilton (D) | W | R | R | R | R | W | R | R |
| 10. Dennis (R) | W | W | W | W | W | W | W | W |
| 11. Hudnut (R) | W | W | R | W | W | W | W | W |

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|
| **IOWA** | | | | | | | | |
| 1. Mezvinsky (D) | R | R | R | R | R | W | R | R |
| 2. Culver (D) | R | R | R | R | R | W | R | R |
| 3. Gross (R) | W | W | W | W | W | W | W | W |
| 4. Smith (D) | W | R | R | R | R | W | R | R |
| 5. Scherle (R) | W | W | W | W | W | W | W | W |
| 6. Mayne (R) | W | W | W | NV | W | W | W | W |
| **KANSAS** | | | | | | | | |
| 1. Sebelius (R) | W | W | W | W | W | W | W | W |
| 2. Roy (D) | W | R | R | R | R | W | R | R |
| 3. Winn (R) | W | W | R | W | W | W | R | W |
| 4. Shriver (R) | W | W | R | W | W | W | W | W |
| 5. Skubitz (R) | W | W | R | R | W | W | W | W |
| **KENTUCKY** | | | | | | | | |
| 1. Stubblefield (D) | W | W | W | W | W | W | R | R |
| 2. Natcher (D) | W | R | R | R | W | R | R | R |
| 3. Mazzoli (D) | R | R | R | W | R | R | R | W |
| 4. Snyder (R) | W | W | W | W | W | W | W | R |
| 5. Carter (R) | W | NV | NV | R | W | W | R | R |
| 6. Breckinridge (D) | W | R | R | R | W | R | R | R |
| 7. Perkins (D) | W | R | R | R | R | R | R | R |
| **LOUISIANA** | | | | | | | | |
| 1. Hebert (D) | W | W | NV | W | W | R | W | R |
| 2. Boggs (D) | W | R | W | R | R | R | R | R |
| 3. Treen (R) | W | W | W | W | W | W | W | W |
| 4. Waggonner (D) | W | W | W | W | R | R | W | W |
| 5. Passman (D) | NV | R | W | R | R | NV | W | R |
| 6. Rarick (D) | W | NV | W | W | R | W | W | W |
| 7. Breaux (D) | W | R | W | R | R | R | NV | W |
| 8. Long, G. (D) | W | R | W | R | R | R | R | W |
| **MAINE** | | | | | | | | |
| 1. Kyros (D) | R | R | R | R | R | R | R | R |
| 2. Cohen (R) | W | R | W | R | W | W | W | R |
| **MARYLAND** | | | | | | | | |
| 1. Bauman (R) | * | * | * | * | * | * | * | R |
| 2. Long (D) | R | R | W | NV | R | W | W | R |
| 3. Sarbanes (D) | R | R | R | R | R | R | R | R |
| 4. Holt (R) | W | W | W | W | W | W | W | R |
| 5. Hogan (R) | W | W | W | R | W | W | W | W |
| 6. Byron (D) | W | W | W | W | W | W | R | R |
| 7. Mitchell (D) | R | R | R | R | R | R | R | W |
| 8. Gude (R) | R | W | R | R | W | W | R | R |
| **MASSACHUSETTS** | | | | | | | | |
| 1. Conte (R) | R | R | R | R | W | W | W | W |
| 2. Boland (D) | R | R | W | R | R | R | R | R |
| 3. Donohue (D) | R | R | R | R | R | R | R | R |
| 4. Drinan (D) | R | R | R | R | R | R | R | R |
| 5. Cronin (R) | R | R | NV | R | W | W | R | R |
| 6. Harrington (D) | R | R | R | R | R | R | R | R |
| 7. Macdonald (D) | R | R | R | R | R | R | NV | R |
| 8. O'Neill (D) | R | R | R | R | R | R | R | R |
| 9. Moakley (D) | R | R | R | R | R | R | R | R |
| 10. Heckler (R) | R | R | R | R | R | W | R | R |
| 11. Burke (D) | R | R | R | R | R | R | R | R |
| 12. Studds (D) | R | R | R | R | R | R | R | R |
| **MICHIGAN** | | | | | | | | |
| 1. Conyers (D) | R | R | R | R | R | R | NV | NV |
| 2. Esch (R) | R | W | W | W | W | W | R | NV |
| 3. Brown (R) | R | W | R | W | W | W | W | W |
| 4. Hutchinson (R) | W | W | W | W | W | W | W | W |
| 5. Ford (R) | W | W | W | R | W | W | W | W |
| 6. Chamberlain (R) | W | W | W | W | W | W | W | W |
| 7. Riegle (R) | R | R | R | R | R | R | R | R |
| 8. Harvey (R) | NV | W | W | W | W | NV | NV | NV |
| 9. Vander Jagt (R) | W | W | W | W | W | W | W | W |
| 10. Cederberg (R) | W | W | W | W | W | W | W | W |
| 11. Ruppe (R) | W | W | R | NV | R | W | W | W |
| 12. O'Hara (D) | W | R | R | R | R | R | R | W |
| 13. Diggs (D) | R | R | R | R | NV | R | R | R |
| 14. Nedzi (D) | R | R | R | R | R | R | R | W |
| 15. Ford (D) | R | R | R | R | R | R | R | R |
| 16. Dingell (D) | R | R | R | R | R | R | R | R |
| 17. Griffiths (D) | NV | R | W | W | NV | R | R | R |
| 18. Huber (R) | W | W | W | NV | W | W | W | W |
| 19. Broomfield (R) | R | W | W | W | W | W | W | W |
| **MINNESOTA** | | | | | | | | |
| 1. Quie (R) | W | W | W | W | W | W | W | W |
| 2. Nelsen (R) | W | W | W | W | W | W | W | R |
| 3. Frenzel (R) | R | W | W | W | W | W | W | W |
| 4. Karth (D) | R | R | R | R | R | R | R | R |
| 5. Fraser (D) | R | R | R | R | R | R | NV | R |
| 6. Zwach (R) | W | W | W | W | W | W | W | W |
| 7. Bergland (D) | W | R | W | R | R | W | R | R |
| 8. Blatnik (D) | W | NV | R | R | NV | R | NV | W |
| **MISSISSIPPI** | | | | | | | | |
| 1. Whitten (D) | W | W | W | W | W | W | R | W |
| 2. Bowen (D) | W | W | W | W | W | W | R | W |
| 3. Montgomery (D) | W | W | W | W | W | W | W | W |
| 4. Cochran (R) | W | W | W | W | W | W | W | W |
| 5. Lott (R) | W | W | W | W | W | W | W | W |
| **MISSOURI** | | | | | | | | |
| 1. Clay (D) | R | R | R | R | R | R | R | R |
| 2. Symington (D) | R | R | R | R | R | W | R | R |
| 3. Sullivan (D) | R | R | R | R | R | R | R | R |
| 4. Randall (D) | W | W | W | R | R | W | NV | R |
| 5. Bolling (D) | R | NV | NV | R | R | R | R | R |
| 6. Litton (D) | W | R | R | R | R | W | R | W |
| 7. Taylor (R) | W | W | W | W | W | W | W | W |
| 8. Ichord (D) | W | W | R | R | W | W | W | W |
| 9. Hungate (D) | R | R | W | R | R | W | R | R |
| 10. Burlison (D) | W | R | W | R | R | R | R | W |
| **MONTANA** | | | | | | | | |
| 1. Shoup (R) | W | W | W | W | W | W | W | R |
| 2. Melcher (D) | W | R | R | R | R | W | R | R |
| **NEBRASKA** | | | | | | | | |
| 1. Thone (R) | W | W | W | W | W | W | W | R |
| 2. McCollister (R) | W | W | W | W | W | W | W | W |
| 3. Martin (R) | W | W | W | NV | W | W | W | W |
| **NEVADA** | | | | | | | | |
| AL. Towell (R) | W | NV | NV | W | W | W | W | W |
| **NEW HAMPSHIRE** | | | | | | | | |
| 1. Wyman (R) | W | W | W | W | W | W | W | W |
| 2. Cleveland (R) | W | W | W | R | R | W | W | W |
| **NEW JERSEY** | | | | | | | | |
| 1. Hunt (R) | W | W | W | R | W | W | W | W |
| 2. Sandman (R) | W | W | R | NV | W | W | W | W |
| 3. Howard (D) | W | R | R | R | R | R | NV | R |
| 4. Thompson (D) | R | R | R | R | R | R | R | R |
| 5. Frelinghuysen (R) | R | W | W | NV | W | W | W | W |
| 6. Forsythe (R) | R | R | W | R | W | W | W | W |
| 7. Widnall (R) | R | R | W | R | W | W | R | W |
| 8. Roe (D) | W | R | R | R | R | R | R | R |
| 9. Helstoski (D) | R | R | R | R | R | R | R | R |
| 10. Rodino (D) | R | R | R | R | R | R | R | R |
| 11. Minish (D) | R | R | R | R | R | R | R | R |
| 12. Rinaldo (R) | R | R | R | R | R | W | R | R |
| 13. Maraziti (R) | W | R | R | R | R | W | R | R |
| 14. Daniels (D) | R | R | R | NV | R | R | R | R |
| 15. Patten (D) | NV | R | R | R | R | R | R | R |
| **NEW MEXICO** | | | | | | | | |
| 1. Lujan (R) | W | R | W | W | W | W | W | W |
| 2. Runnels (D) | W | R | NV | W | W | W | R | NV |
| **NEW YORK** | | | | | | | | |
| 1. Pike (D) | R | R | W | R | R | W | R | R |
| 2. Grover (R) | NV | W | R | R | W | W | W | W |
| 3. Roncallo (R) | R | W | W | R | W | W | W | W |
| 4. Lent (R) | R | W | W | R | NV | W | W | NV |
| 5. Wydler (R) | R | W | W | R | W | W | W | W |
| 6. Wolff (D) | R | R | R | R | R | R | R | R |
| 7. Addabbo (D) | R | R | R | R | R | R | R | R |
| 8. Rosenthal (D) | R | R | R | R | R | R | R | R |
| 9. Delaney (D) | R | R | R | R | R | R | R | R |
| 10. Biaggi (D) | NV | R | W | R | R | R | R | R |

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|
| 11. Brasco (D) | R | R | R | R | R | R | R | R |
| 12. Chisholm (D) | R | R | R | R | R | R | R | R |
| 13. Podell (D) | NV | R | R | R | R | R | R | R |
| 14. Rooney (D) | NV | NV | NV | NV | R | R | R | W |
| 15. Carey (D) | R | R | R | R | R | R | R | R |
| 16. Holtzman (D) | R | R | R | R | R | R | R | R |
| 17. Murphy (D) | R | R | R | R | R | R | R | R |
| 18. Koch (D) | R | R | R | R | R | R | R | R |
| 19. Rangel (D) | R | R | R | R | R | R | R | R |
| 20. Abzug (D) | R | R | R | R | R | R | R | R |
| 21. Badillo (D) | R | R | R | NV | R | NV | NV | R |
| 22. Bingham (D) | R | R | R | R | R | R | R | R |
| 23. Peyser (R) | R | R | NV | R | R | W | R | R |
| 24. Reid (D) | R | R | R | R | NV | R | R | R |
| 25. Fish (R) | R | R | R | R | R | W | W | W |
| 26. Gilman (R) | R | R | R | R | R | W | W | R |
| 27. Robison (R) | R | W | W | W | W | W | W | W |
| 28. Stratton (D) | R | R | W | R | R | R | R | R |
| 29. King (R) | NV | W | NV | W | NV | W | W | W |
| 30. McEwen (R) | W | W | W | W | W | W | W | NV |
| 31. Mitchell (R) | W | R | W | W | W | W | W | W |
| 32. Hanley (D) | R | R | W | R | R | R | R | R |
| 33. Walsh (R) | W | R | W | R | R | W | W | R |
| 34. Horton (R) | R | R | W | R | R | W | R | R |
| 35. Conable (R) | R | W | W | W | W | W | W | W |
| 36. Smith (R) | R | W | W | NV | W | W | W | W |
| 37. Dulski (D) | NV | R | R | R | R | NV | R | R |
| 38. Kemp (R) | R | NV | W | W | NV | W | W | W |
| 39. Hastings (R) | W | W | W | W | W | W | R | R |
| **NORTH CAROLINA** |  |  |  |  |  |  |  |  |
| 1. Jones (D) | W | W | W | W | W | R | W | W |
| 2. Fountain (D) | W | W | W | W | W | W | W | W |
| 3. Henderson (D) | W | W | W | W | W | W | NV | W |
| 4. Andrews (D) | W | W | W | W | W | R | R | W |
| 5. Mizell (R) | W | W | R | W | W | W | W | W |
| 6. Preyer (D) | W | W | W | R | W | R | R | R |
| 7. Rose (D) | W | W | W | W | W | W | R | NV |
| 8. Ruth (R) | W | W | W | W | W | W | W | W |
| 9. Martin (R) | R | W | W | W | W | W | W | W |
| 10. Broyhill (R) | W | W | R | W | W | W | W | W |
| 11. Taylor (D) | W | W | W | W | W | W | W | W |
| **NORTH DAKOTA** |  |  |  |  |  |  |  |  |
| AL. Andrews (R) | W | R | R | R | W | W | W | R |
| **OHIO** |  |  |  |  |  |  |  |  |
| 1. Keating (R) | R | W | W | W | W | W | W | W |
| 2. Clancy (R) | W | W | W | W | W | W | W | W |
| 3. Whalen (R) | R | R | R | R | R | W | R | R |
| 4. Guyer (R) | W | W | W | W | W | W | W | R |
| 5. Latta (R) | W | W | W | W | W | W | W | W |
| 6. Harsha (R) | W | W | R | W | W | W | W | W |
| 7. Brown (R) | W | NV | W | W | W | W | W | NV |
| 8. Powell (R) | NV | W | W | W | W | W | W | W |
| 9. Ashley (D) | R | R | R | R | R | NV | R | R |
| 10. Miller (R) | W | W | W | W | W | W | W | W |
| 11. Stanton (R) | R | W | W | W | W | W | W | W |
| 12. Devine (R) | W | W | W | R | W | W | W | W |
| 13. Mosher (R) | R | R | NV | W | R | W | W | R |
| 14. Seiberling (D) | R | R | R | R | R | R | R | R |
| 15. Wylie (R) | R | W | W | W | W | W | R | W |
| 16. Regula (R) | R | W | W | W | W | W | W | W |
| 17. Ashbrook (R) | W | W | W | W | W | W | W | W |
| 18. Hays (D) | W | R | W | R | R | R | R | R |
| 19. Carney (D) | R | R | R | R | R | R | R | R |
| 20. Stanton (D) | R | R | R | R | R | R | R | R |
| 21. Stokes (D) | R | NV | NV | NV | NV | R | R | R |
| 22. Vanik (D) | R | R | R | R | R | R | R | R |
| 23. Minshall (R) | R | NV | NV | W | NV | W | NV | NV |
| **OKLAHOMA** |  |  |  |  |  |  |  |  |
| 1. Jones (D) | W | W | W | R | R | W | R | W |
| 2. McSpadden (D) | W | W | W | R | R | W | R | W |
| 3. Albert (D) | NV | NV | NV | NV | R | NV | NV | NV |
| 4. Steed (D) | W | R | W | R | R | W | R | R |
| 5. Jarman (D) | W | W | W | R | W | W | W | W |
| 6. Camp (R) | W | W | W | W | W | W | W | W |
| **OREGON** |  |  |  |  |  |  |  |  |
| 1. Wyatt (R) | R | R | W | R | R | W | W | W |
| 2. Ullman (D) | W | R | W | R | R | W | R | R |
| 3. Green (D) | R | R | W | W | W | W | NV | W |
| 4. Dellenback (R) | R | W | W | R | R | W | W | W |
| **PENNSYLVANIA** |  |  |  |  |  |  |  |  |
| 1. Barrett (D) | R | R | R | R | R | R | R | R |
| 2. Nix (D) | R | R | R | R | R | R | R | R |
| 3. Green (D) | R | R | R | R | R | R | R | R |
| 4. Eilberg (D) | R | R | R | R | R | R | R | R |
| 5. Ware (R) | W | W | W | W | W | W | W | W |
| 6. Yatron (D) | R | R | R | R | R | R | R | R |
| 7. Williams (R) | W | R | W | W | W | W | W | W |
| 8. Biester (R) | R | R | R | R | R | W | R | NV |
| 9. Shuster (R) | W | W | W | W | W | W | W | W |
| 10. McDade (R) | R | R | R | R | R | W | W | R |
| 11. Flood (D) | W | R | R | R | R | R | R | R |
| 12. Vacancy |  |  |  |  |  |  |  |  |
| 13. Coughlin (R) | R | W | W | R | W | W | W | W |
| 14. Moorhead (D) | R | R | R | NV | R | R | R | R |
| 15. Rooney (D) | W | R | R | R | R | R | R | R |
| 16. Eshleman (R) | R | W | W | W | W | W | W | W |
| 17. Schneebeli (R) | W | W | W | W | W | W | W | W |
| 18. Heinz (R) | R | R | NV | R | R | W | W | W |
| 19. Goodling (R) | W | W | W | R | W | W | W | W |
| 20. Gaydos (D) | R | R | R | NV | R | R | R | R |
| 21. Dent (D) | W | R | R | R | R | R | R | R |
| 22. Morgan (D) | NV | R | R | R | R | R | R | R |
| 23. Johnson (R) | W | W | W | W | W | W | W | W |
| 24. Vigorito (D) | R | R | R | R | R | NV | R | R |
| 24. Clark (D) | NV | R | W | R | R | R | R | R |
| **RHODE ISLAND** |  |  |  |  |  |  |  |  |
| 1. St Germain (D) | R | R | R | R | R | R | R | R |
| 2. Tiernan (D) | R | R | R | R | R | R | R | R |
| **SOUTH CAROLINA** |  |  |  |  |  |  |  |  |
| 1. Davis (D) | W | R | W | R | R | W | R | R |
| 2. Spence (R) | W | W | W | W | W | W | W | R |
| 3. Dorn (D) | W | W | W | W | W | W | W | R |
| 4. Mann (D) | W | W | W | W | W | W | W | W |
| 5. Gettys (D) | W | W | W | NV | W | W | W | R |
| 6. Young (R) | W | W | W | NV | W | W | W | W |
| **SOUTH DAKOTA** |  |  |  |  |  |  |  |  |
| 1. Denholm (D) | W | R | R | R | R | W | R | R |
| 2. Abdnor (R) | W | W | W | W | W | W | W | W |
| **TENNESSEE** |  |  |  |  |  |  |  |  |
| 1. Quillen (R) | W | W | W | W | W | W | W | W |
| 2. Duncan (R) | W | W | W | W | W | W | W | W |
| 3. Baker (R) | W | W | W | NV | W | W | W | W |
| 4. Evins (D) | NV | R | W | NV | R | R | NV | R |
| 5. Fulton (D) | W | R | W | R | R | R | R | R |
| 6. Beard (R) | W | W | W | W | W | W | W | W |
| 7. Jones (D) | W | W | W | R | W | W | W | NV |
| 8. Kuykendall (R) | W | W | W | W | W | W | W | W |
| **TEXAS** |  |  |  |  |  |  |  |  |
| 1. Patman (D) | W | NV | NV | R | NV | R | R | R |
| 2. Wilson (D) | W | R | R | R | R | R | R | R |
| 3. Collins (R) | W | W | W | W | W | W | W | W |
| 4. Roberts (D) | W | W | W | W | W | W | R | NV |
| 5. Steelman (R) | R | W | W | NV | W | W | W | W |
| 6. Teague (D) | NV | R | W | W | W | NV | NV | R |
| 7. Archer (R) | W | W | W | W | W | W | W | W |
| 8. Eckhardt (D) | R | R | R | R | R | R | R | R |
| 9. Brooks (D) | W | R | R | R | R | R | R | R |
| 10. Pickle (D) | W | W | W | R | R | W | R | W |
| 11. Poage (D) | W | R | W | W | W | W | R | W |
| 12. Wright (D) | W | R | W | R | R | R | R | R |
| 13. Price (R) | W | W | W | W | W | W | W | W |
| 14. Young (D) | W | W | W | W | R | R | R | R |
| 15. de la Garza (D) | W | W | W | R | R | W | R | NV |
| 16. White (D) | W | W | W | W | W | W | R | W |
| 17. Burleson (D) | W | W | W | W | W | W | W | R |
| 18. Jordan (D) | R | R | R | R | R | R | R | R |
| 19. Mahon (D) | W | W | W | NV | W | W | R | R |
| 20. Gonzalez (D) | W | R | R | R | R | R | R | R |
| 21. Fisher (D) | W | NV | NV | NV | NV | W | NV | W |
| 22. Casey (D) | W | W | W | W | R | W | R | W |
| 23. Kazen (D) | W | W | W | R | R | W | R | R |
| 24. Milford (D) | W | W | W | W | W | W | R | W |
| **UTAH** |  |  |  |  |  |  |  |  |
| 1. McKay (D) | W | R | W | W | R | W | R | R |
| 2. Owens (D) | R | R | W | R | NV | R | R | R |

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|
| **VERMONT** |  |  |  |  |  |  |  |  |
| AL. Mallary (R) | R | W | W | W | W | W | W | W |
| **VIRGINIA** |  |  |  |  |  |  |  |  |
| 1. Downing (D) | W | W | W | W | NV | W | W | W |
| 2. Whitehurst (R) | W | W | W | W | W | W | W | W |
| 3. Satterfield (D) | W | W | W | W | W | W | W | W |
| 4. Daniel (R) | W | W | W | W | W | W | W | W |
| 5. Daniel (D) | W | W | W | W | W | W | W | W |
| 6. Butler (R) | W | W | W | W | W | W | W | W |
| 7. Robinson (R) | W | W | W | W | W | W | W | W |
| 8. Parris (R) | W | W | W | W | W | W | W | W |
| 9. Wampler (R) | W | W | W | R | W | W | W | W |
| 10. Broyhill (R) | W | W | W | W | W | W | W | W |
| **WASHINGTON** |  |  |  |  |  |  |  |  |
| 1. Pritchard (R) | R | R | W | W | W | W | W | W |
| 2. Meeds (D) | R | R | R | R | R | R | R | R |
| 3. Hansen (D) | NV | R | R | R | R | R | R | R |
| 4. McCormack (D) | NV | R | R | NV | R | R | R | R |
| 5. Foley (D) | R | R | W | R | R | R | R | R |
| 6. Hicks (D) | R | R | R | R | R | R | R | W |
| 7. Adams (D) | R | R | R | R | R | R | R | R |
| **WEST VIRGINIA** |  |  |  |  |  |  |  |  |
| 1. Mollohan (D) | W | R | W | R | NV | R | R | R |
| 2. Staggers (D) | W | R | W | R | R | R | R | R |
| 3. Slack (D) | W | R | W | R | R | R | R | R |
| 4. Hechler (D) | R | R | R | R | R | R | R | R |
| **WISCONSIN** |  |  |  |  |  |  |  |  |
| 1. Aspin (D) | R | R | R | R | R | R | R | R |
| 2. Kastenmeier (D) | R | R | W | R | R | R | R | R |
| 3. Thomson (R) | W | W | W | W | W | W | R | W |
| 4. Zablocki (D) | W | R | R | R | R | R | R | R |
| 5. Reuss (D) | R | R | R | R | R | R | R | R |
| 6. Steiger (R) | W | W | W | W | W | W | R | W |
| 7. Obey (D) | R | R | W | NV | R | W | R | R |
| 8. Froehlich (R) | W | W | W | W | W | W | W | W |
| 9. Davis (R) | W | W | W | W | W | W | W | NV |
| **WYOMING** |  |  |  |  |  |  |  |  |
| AL. Roncalio (D) | W | R | R | R | R | R | R | R |

## 2-Step Process

# Social Security Benefit Increase Begins in April

Monthly benefits will be increased in two steps beginning with checks mailed in April, according to the Social Security Administration.

The overall increase will amount to 11 per cent for most beneficiaries. Seven per cent of the total will be included in checks delivered in April, with the remaining four per cent to be included in the July checks.

Beneficiaries of Social Security do not have to do anything to get the increased payments because the gain will be added to checks automatically.

An estimated 30 million Americans receiving benefits for pensions, disability, and survivors insurance will get the increases.

Average retirement payments will increase from $167 to $179 a month starting with payments in April—and to $186 starting with payments in July.

Average disability payments will increase from $184 to $197 a month starting with payments in April—and to $206 starting with payments in July.

Average survivors payments to a widowed mother with two children in her care will increase from $391 to $418 starting with payments in April—and to $435 starting with payments in July.

The percentage rate of Social Security deductions from covered earnings remains 5.8 per cent each for employees and employers—and has been reduced from 8 per cent to 7.9 per cent for self-employed people.

The amount of yearly earnings subject to Social Security deductions has been increased from the first $12,600 to the first $13,200 for 1974.

## Chicago Retiree Writes

**Dear Bro. Fitzsimmons**

**I want to thank you and the officers of Teamster Local 734 for the benefits I have received and the pension I am now receiving. Thanking you for all past favors and wishing the union and all connected with it the best, I remain,**

**Fraternally,**
**Henry Williams, Sr.,**
**Chicago, Ill.**

## With Governor

**Officials of Teamster Local 945 in West Patterson, N.J., are shown with Gov. Brendan T. Byrne (center), principal speaker at a recent luncheon. On the left is Vito Cariello, secretary-treasurer, and right is Joseph Campisano, president.**

## ● Ambulance

Dispatchers employed by Cadillac Ambulance Service, Inc., of Richmond, Calif., voted unanimously for representation by Teamster Local 315 of Martinez, Calif., in an election conducted recently by the National Labor Relations Board, according to Bob Hatfield, Local 315 business representative.

**Research Support**

# General President Reelected Veep of Muscular Dystrophy

General President Frank E. Fitzsimmons was reelected a national vice president of Muscular Dystrophy Associations of America (MDAA) at the organization's annual meeting recently in New Orleans, La.

Entertainer Jerry Lewis, national chairman of MDAA, paid tribute to the efforts of the Teamster leader and others on behalf of those affected by neuromuscular diseases.

Fitzsimmons expressed full support of the new research concept outlined by Henry M. Watts, president of MDAA, which calls for establishing university-based neuromuscular disease research centers. The centers will enable scientists of varied medical specialties to unite in team assaults on specific problem areas related to muscular dystrophy and allied disorders.

MDAA already has established two such centers, including one at UCLA, and some 80 medical institutions have expressed interest in participating in the program.

A total of 23 free diagnostic and treatment clinics were opened by MDAA during the past year. The organization's total network of clinics now includes facilities at 130 hospitals and medical centers throughout the United States, Puerto Rico and Guam.

More than 80 per cent of MDAA's expenditures in the last fiscal year went toward essential program services such as research, patient and community service, and professional and public health education.

## Teamsters Bat .300 In November

**Teamsters Union affiliates batted around .300 last November while pacing organized labor in single-union election activity and success.**

**National Labor Relations Board statistics showed that Teamster units took part in 225 of the 742 single-union ballots in November, for an average of slightly more than 30 per cent. Teamsters won 104 of the total of 348 single-union elections, just a hair shy of 30 per cent.**

**Of the 15,507 workers eligible to vote in units won by all unions, some 2,350 voted for Teamster representation for a 15 per cent mark.**

## Honeywell Agreement Negotiated

Members of Teamster Local 1145 in Minneapolis, Minn., recently ratified a new 3-year agreement with Honeywell, Inc., that included substantial wage increases over the life of the contract.

The settlement was negotiated under a wage and economic reopener in a contract set to expire at the end of last January. Under the new contract, a wage reopener is included for February 1, 1976.

Also gained in the new contract was a dental program covering most dental services under a schedule of benefits, with the exclusion of orthodonture. An additional holiday was also gained.

## Car Wreck Takes Life Of Organizer

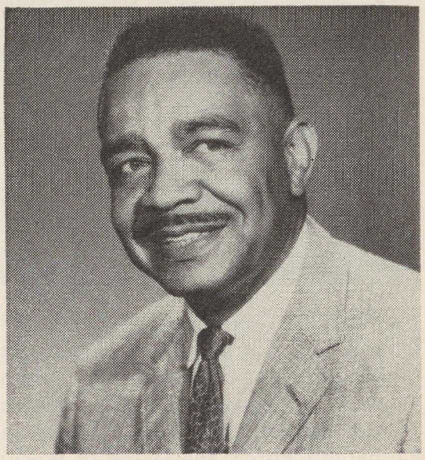
Joseph C. Burley, an organizer for the Southern Conference of Teamsters, died recently in an automobile accident near Shreveport, La.

Burley's death prompted the executive board and staff of Teamster Local 568 in Shreveport, along with members employed at the Piggly-Wiggly Operators Warehouse which Burley had organized, to express sorrow upon his death.

William M. Hays, secretary-treasurer of the local union, said Burley held "a very special place in the hearts" of the Piggly-Wiggly workers who are all "proud members" of the union.

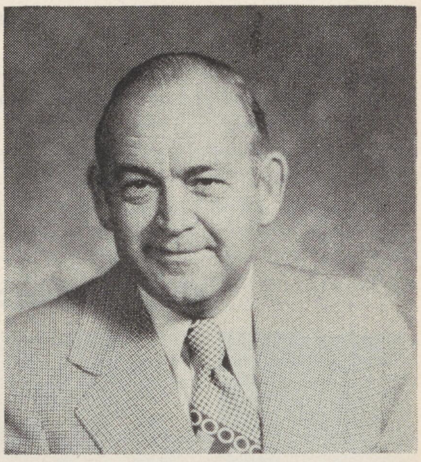
## Change Made On SCT Policy Committee

IBT Vice President J. W. Morgan, director of the Southern Conference of Teamsters, announced the appointments of Gid Parham and W. C. Smith to the policy committee of the Area Conference, replacing two retiring committee members.



Gid Parham

Parham, an SCT organizer headquartered at Atlanta, Ga., has been a Teamster since 1940 and on the conference staff since 1969. Smith, a general organizer appointed by General President Frank E. Fitzsimmons in 1969, has more than 25 years' Teamster service.



W. C. Smith

They replace policy committee members R. C. Cook and Odell Smith. Cook retired recently as president of Teamster Local 528 in Atlanta, Ga., and Smith retired as president of Teamster Local 878 in Little Rock, Ark.

# STATE OF THE UNION

## See for Yourself

## Fitzsimmons Invites Clergymen To Talk to Farm Workers Firsthand

Teamster General President Frank E. Fitzsimmons has invited nine top-ranking religious leaders in the Pacific Northwest to visit the fields of California to make their own determination about which union best represents the farm workers.

Fitzsimmons issued the invitation in a letter to clerics representing:

The American Baptist Churches of the Pacific Northwest; the Lutheran Church in America, Pacific Northwest Synod; the Roman Catholic Diocese of Seattle; the Washington-North Idaho Conference of the United Church of Christ; the Washington State Council of Churches; the Church Council of Greater Seattle; the North Pacific District of the American Lutheran Church; the Synod of Washington-Alaska of the United Presbyterian Church in the U.S.A.

The invitation was in response to a letter from a spokesman for these church groups asking the Teamsters to renegotiate with Cesar Chavez and recind contracts with growers.

"I am inviting your group to participate in such an investigation if you care to get the full story from the workers themselves," Fitzsimmons wrote.

He reminded the clerics that Teamsters represented farm workers for many years, long before Chavez appeared on the scene. Additionally, the Teamster leader reminded the clergymen that his union long has advocated and supported legislation enabling farm workers to select the union of their choice.

He cited a speech he made last year to the Farm Bureau Federation urging that group to support legislation which would cover farm workers under the rights and protections of the National Labor Relations Act. Fitzsimmons further cited his testimony before the U.S. Congress which advocated NLRA coverage for farm workers.

"Teamsters have appeared before the California state legislature on three different occasions urging passage of legislation assuring farm workers free elections for union membership, legislation which was opposed by Cesar Chavez," Fitzsimmons told the clerics.

Fitzsimmons declared in the letter that a collective bargaining representative is not for outside groups to decide, but is a question which farm workers themselves should determine. He noted that not one farm worker has been taken into the Teamsters without first having signed a pledge card or a petition.

Citing the superiority of Teamster agreements, both in the area of wages, hours and conditions and in the social services area, Fitzsimmons urged the clerics to make a thorough analysis of Teamster and UFWU agreements and determine for themselves which union best serves the needs of the farm workers.

## Contract Signing

**Teamster Locals 467 and 986 recently negotiated a 3-year contact providing wage increases and other benefits for members employed by the Davis Walker Corporation in Los Angeles, Calif., and nearby an Bernardino. The actual signing of the contract was captured by this photo. Davis Walker, a giant fabricating firm, employs more than 600 Teamsters Union members in plants from Southern California to the Canadian border.**

## Ohio Roadeo Scheduled This June

**The Ohio Truck Roadeo, nonexistent since the Ohio Trucking Assn., voted in 1971 to discontinue it after 24 years, will resume this year with a 2-day competition at Columbus, Ohio.**

**William J. Long, secretary-treasurer of the recently formed Ohio Professional Roadeo Drivers Assn. (OPRA), said the event will take place June 22-23 and will be open to all drivers in the State of Ohio.**

**OPRA is made up of past Ohio roadeo champs and currently has 33 members. The association was formed specifically to try and revive Ohio's roadeo.**

**Long, a former champion himself, said the 1974 competition in Columbus has been approved by the Ohio Trucking Assn., and that it will be run under the rules and procedures set forth in the truck roadeo stipulations established by the American Trucking Assns. Inc., which sponsors the national roadeo annually.**

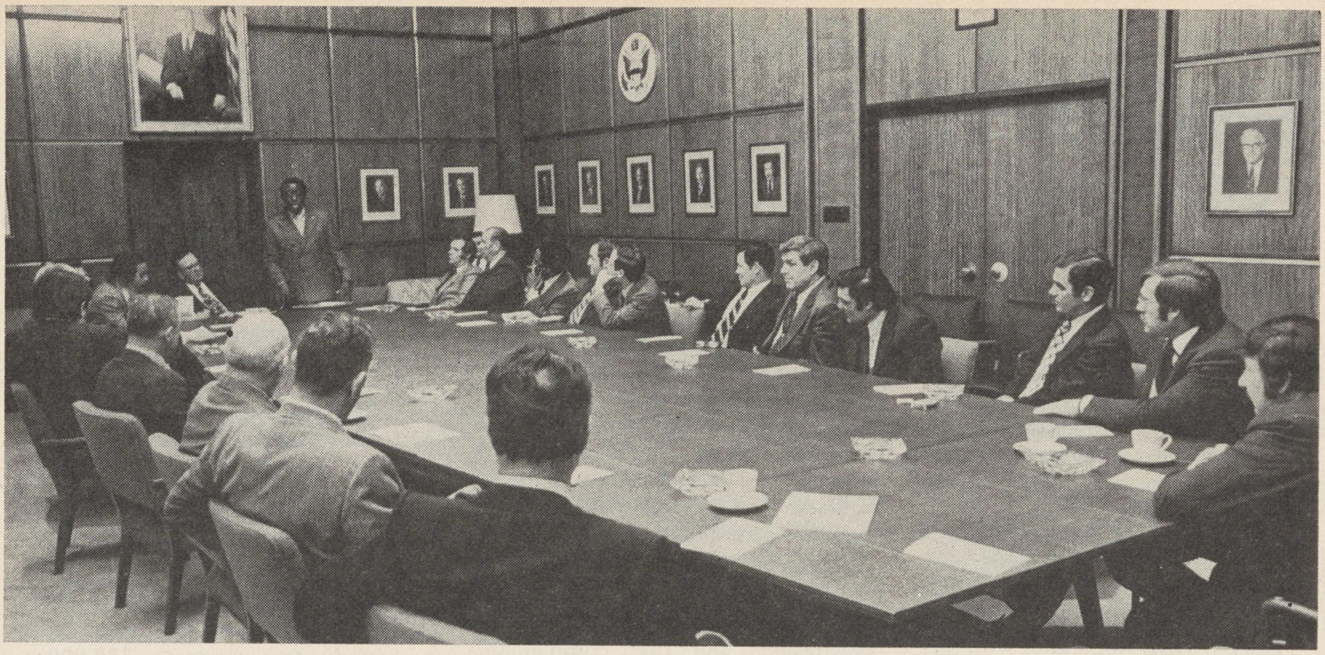
**Ohio drivers interested in entering the trials at Columbus are requested to write Long at: 2913 Fair Oaks Dr., Norton, Ohio, 44203.**

## Louisville Local Wins Big Unit

An overwhelming majority of workers employed at Porcelain Metals, Inc., in Louisville, Ky., voted for representation by Teamster Local 89 in a recent National Labor Relations Board election.

Marion Winstead, secretary-treasurer of Local 89, said the more than 300 employees had been members of an independent union for more than 20 years.

However, when their contract expired, the Porcelain workers decided they had been short-changed in independent union collective bargaining and sought help from Local 89. Teamster negotiations already are underway on a contract.



Officials representing more than 300,000 law enforcement agents throughout America were on hand as Teamster General President Frank E. Fitzsimmons presented the Distinguished Service to America award to Godfrey Cambridge. The award, offered by the County Detectives Association of Pennsylvania, is given annually for work in the drug abuse field. Fitzsimmons was the award's first recipient.

# Fitzsimmons Presents Godfrey Cambridge Award for Work in Drug Abuse Field

Teamster General President Frank E. Fitzsimmons early this month presented the Distinguished Service to America Award to Actor-Comic Godfrey Cambridge at a luncheon ceremony held at Teamster headquarters in Washington, D.C.

The award is presented annually by the County Detectives Association of Pennsylvania to persons working to combat drug abuse. Fitzsimmons was the first recipient of the award.

Cambridge is long noted for his work in the ghettos and suburbs with drug abusers, and recently released a hard-hitting film called "Dead Is Dead," which gives a graphic insight into the cause and effect of drug abuse.

Attending the presentation ceremony were more than 20 members of law enforcement associations representing more than 300,000 law enforcement agents throughout the nation.

They witnessed a private showing of the film "Dead Is Dead," and commended the film as one which should be seen by children and parents everywhere as a drug abuse deterrent.

The film is based on the truth-theme that narcotics addiction is deadly. Literally, death-filled and laden with horror.

"Dead Is Dead," seeks to fight drug addiction with shocking truth. The truth about pill-taking in peaceful suburbs, about youth's flirtation with marijuana, glue and other destructive chemicals, and the grisly truth about the end of the road for junkies and pill poppers.

Filmed in cooperation with major municipal and national law enforcement agencies, the film traces the step-by-step destruction of humans addicted to pills and needles.

Most importantly, it also offers concrete and timely suggestions for action that can be taken by all who are concerned about the drug menace to America's homes and communities.

"Dead Is Dead," is distributed by Oxford Films, a subsidiary of Paramount Pictures Corporation.

Information about the film should be sought from Oxford Films, 1136 N. Las Palimas Avenue, Los Angeles, California 90038. Do not direct inquiries about the film to the International Brotherhood of Teamsters.

Congratulating Godfrey Cambridge for his award were, left to right, Rev. Francis X. Quinn, S. J.; John Greeley, director IBT National Warehouse Division; Teamster General President Frank E. Fitzsimmons; Cambridge; and Executive Director Francis J. Lederer.

# SAFETY & HEALTH

## Keeping Tabs

# OSHA Establishes Rules To Monitor State Programs

New rules expanding existing monitoring and evaluation activity of state plans have been established by the Labor Department's Occupational Safety and Health Administration.

Under revised regulations, assistant regional directors of OSHA will require in the future:

—Quarterly and annual reports from each state with an OSHA-approved plan on compliance and standards activity.

—OSHA visits to states with approved plans and audits of their programs.

—OSHA investigations of public complaints about state program administration.

John H. Stender, Assistant Secretary of Labor, said the new system will provide an opportunity for public input into a continuing evaluation of the actual operations of any given state plan that has been approved.

He said the new rules describe how anyone may complain to the U.S. Labor Department's 10 assistant regional directors for OSHA concerning any aspect of a state's job safety and health operations.

Complaints may be written or oral and should describe in detail alleged inadequacies of a state's program, such as a pattern of delays in processing complaints, inadequate workplace inspections, or the granting of variances to state job safety or health standards without regard to specifications in a state plan.

Stender promised that complainants' names would be kept confidential, that each valid complaint would be investigated, and that complainants would be told the result of the investigation.

Under federal law, during an initial 3-year period after approval of a state safety and health program, OSHA must monitor state operations to assure they remain as effective as the plan originally approved by the federal government.

OSHA underwrites half the cost of state plan administration and may withdraw its approval of a program and preempt local enforcement activity if a state's operations fall short of goals set in the OSHA-approved plan.

## Driver Honored

MURPHY
MOTOR FREIGHT LINES, INC
ST. PAUL, MINN.

**John Starkenburg (right), a member of Teamster Local 487 in Mankato, Minn., and a driver for Murphy Motor Freight Lines, was honored recently for piloting his rig one million miles without accident. Shown with Starkenburg are Vern Swansen, business agent, and Jack McIlvenna, secretary-treasurer.**

## Safety Inspections To Increase

**Job safety and health inspections by state and federal officers are expected to increase sharply during the next fiscal year.**

**The Occupational Safety and Health Administration plans to boost its number of inspectors to 920 during fiscal 1974 and projects 105,000 compliance inspections—an increase of 30,000 over the current fiscal year.**

**An estimated 1,850 state inspectors, meanwhile, are expected to conduct 250,000 checks in the new fiscal year—up from 150,000 this year.**

**OSHA's budget for assisting state inspection programs is slated to double to $46 million in the coming fiscal year.**

## ● Clerical Win

Office workers employed by Stella D'Oro Biscuit Co., Inc., in New York City voted overwhelmingly for representation by Teamster Local 550 in a recent National Labor Relations Board election, according to Joseph F. Volpe, secretary-treasurer of the local union.

## ● Amendments

The 49 states whose legislatures met in 1973 (and Puerto Rico) adopted a record number of 400 amendments to their workmen's compensation laws, according to the Labor Department.

## Energy-Saving Pamphlet Available

**The Office of Energy Conservation has published a pamphlet titled, "Tips for Energy Savers," for distribution to consumers.**

**The pamphlet is free and may be obtained by writing: Office of Energy Conservation, Federal Energy Office, Room 3130, Benjamin Franklin Station, Washington, D.C., 20461.**

# Legislative Report

### Compromise Needed

## Differences in Pension Legislation Between Senate & House Called Minor

Both Houses of Congress have now passed legislation guaranteeing broad reform of the nation's private pension system. House and Senate bills differ in minor respects but it is anticipated that compromises can be worked out allowing a final congressional bill for presidential signing sometime in late April.

The House and Senate bills are alike in that both provide for standards of vesting, finding, insurance, voluntary portability and fiduciary guidelines.

The vesting standard in both bills would insure a worker's right to a specified portion of his retirement benefit even if he doesn't stay on the job until retirement.

The Senate bill guarantees a worker 25 per cent of his benefit after five years service with 10 per cent yearly increases until 100 percent vesting is reached after 15 years. It is to be noted that this percentage figure reflects the portion of benefit a worker is entitled to according to the actuarial value and not the retirement age value of the benefit.

The House bill provides alternatively for 100 percent vesting after ten years or 50 percent when a worker's age and years of service add up to 45.

The insurance provision of the legislation is designed to protect workers against the possible loss of benefits should a business fail or terminate its pension fund before retirement credits are paid. The insurance is employer-paid.

In the way of tightening the management of pension trusts, both bills allow for procedures that will closely monitor investment practices and yearly reporting requirements.

The bills also include a protability provision that makes it possible for a worker, when changing jobs that involve different pension funds, to transfer accumulated pension credits to what is in effect a government holding fund. The government fund then allows for an integration of subsequent pension credits so that when retirement is reached the employee has a claim to the combined pension attained from various jobs.

## Driver Retires

William Joyce (left) secretary-treasurer of Teamster Local 710 in Chicago, Ill., congratulates Donald H. Smith on his retirement award for a million miles of accident-free driving as Mrs. Smith and Robert Boskey, Local 710 business representative, look on. In 39 years' membership, Smith logged more than 3.7 million miles and was with Pacific Intermountain Express when he retired.

## Minimum Wage Passes Congress

On March 21, House-Senate conferees reached final agreement on all but one provision of legislation to raise the minimum wage from $1.60 to $2.30 per hour. Yet to be debated is a Senate provision requiring overtime pay for police and firemen.

Most workers will begin earning $2.00 an hour on May 1; $2.10 on January 1, 1975; and $2.30 on January 1, 1976. Other workers, primarily those first covered by the law in 1966, will reach the $2.30 figure on January 1, 1977. Farm workers, whose minimum now is only $1.30, will arrive at the $2.30 minimum on January 1, 1978.

The conferees agreed to extend coverage to an additional 7.1 million workers, bringing in 5 million state, local and federal government workers, 1.2 million domestic workers and about 50,000 retail employees and 100,000 in agriculture, logging and movie theaters.

Of primary importance to Teamster Cannery workers is the phasing-out of the law's overtime pay exemption for agriculture processing workers during the harvest season.

*continued on page 26*

# LEGISLATIVE REPORT

### Modernization

## Workmen's Comp Due for an Overhaul

Major efforts are now underway on several fronts to modernize the workmen's compensation system. The issue is likely to become labor's primary legislative objective this session of Congress and to result in a head-on confrontation between union and business interests in Washington and in the state legislatures.

On the federal level, preparatory work has been going on for months in the Senate Labor Subcommittee following the introduction last June of S. 2008. Sponsored by Senate Labor Committee Chairman Harrison A. Williams (D-N.J.) and Senator Jacob K. Javits (R-N.Y.), ranking minority member of that committee, the bill would give the states until January 1, 1975, to up-grade their compensation laws or face the imposition of federal standards.

Incorporating the recommendations of the 1972 National Commission on State Workmen's Compensation Laws, the legislation would provide universal coverage to all workers who suffer an injury or illness as a result of employment, eliminate fixed dollar rates for benefits, end dollar maximums on medical benefits, and periodically adjust benefit levels to protect disabled workers against inflation.

The main opposition to the Williams-Javits proposal is coming from the U.S. Chamber of Commerce, the American Mutual Insurance Alliance and the National Association of Manufacturers. Their common complaint is that S. 2008 would run workers' compensation costs "out of sight" and "cause chaos and confusion." It would turn workers' compensation into a "welfare scheme," "dollar-oriented" instead of devoted to getting the injured well. In addition it would prolong absences from work, drive a further wedge between employers and employees, and be "bad for everyone."

Their counter drive against congressional action is to get the state legislatures to bring their laws up to or close to the recommended standards of the National Commission.

Although the opposition concedes that the majority of states have low benefit levels and that some are even below the poverty level, they indicate that the state legislatures, in an attempt to head off any federal intervention, are making progress in improving their compensation laws.

Nevertheless, it is undeniable that substantial workmen's compensation reform has been ignored for years and that state workmen's compensation systems have failed to keep up with inflation and rising wage levels. For the injured worker, the time for effective reform is now.

### H.R. 8053 Designed

## To Ease Voter Registration

The Senate has passed and sent to the House a Teamster supported bill designed to increase voter participation in federal elections by making registration easier. The bill, H.R. 8053, has recently incurred difficulty in the House but it is expected that a floor vote will be possible during April or May.

The legislation would create a voter registration administration within the General Accounting Office for the purpose of instituting a system of postcard voter registration for all federal elections.

In its attempt to make voting easier, the office would distribute by mail, registration material and it would collect and publish information concerning elections and provide assistance to state officials concerning voter registration by mail and election problems generally.

Opposition to the bill comes mainly from Republicans who see the bill as giving the majority democratic party undue advantages in registration. Some state officials have also opposed the measure because of alleged problems in administering the registration system.

The latter criticism is effectively met by provisions of the bill that not only protect against fraudulent registration but also insure enough in the way of federal funds and supervision to make the system manageable.

### Minimum Wage

*from page 25*

Although President Nixon last year vetoed a bill very similar to the one just approved by the conferees, he has recently indicated his willingness to compromise on this year's measure.

### Cab Retiree

**Oscar Hilton (left)), a member of Teamster Local 327 in Nashville, Tenn., retired from the Yellow Cab Co., of Nashville after 49 years' service of which 39 years was worked as a member of Local 327. Fellow members and officials of the company contributed to a kitty and bought Hilton a 12-gauge shotgun shown being presented by William L. Ellis, president of the union.**

# 1974 State Primary Election Dates

| *Date* | *State* | *Expiring Senate Terms* | *Expiring Governor Terms* |
|---|---|---|---|
| March 19 | Illinois | Stevenson (D) | |
| May 4 | Texas | | Briscoe (D) |
| May 7 | Alabama | Allen (D) | Wallace (D) |
| May 7 | Indiana | Bayh (D) | |
| May 7 | North Carolina | Ervin (D)* | |
| May 7 | Ohio | Metzenbaum (D) | Gilligan (D) |
| May 14 | Nebraska | | Exon (D) |
| May 14 | West Virginia | | |
| May 21 | Pennsylvania | Schweiker (R) | Shapp (D) |
| May 28 | Arkansas | Fulbright (D) | Bumpers (D)* |
| May 28 | Kentucky | Cook (R) | |
| May 28 | Oregon | Packwood (R) | McCall (R)* |
| June 4 | California | Cranston (D) | Reagan (R)* |
| June 4 | Iowa | Hughes (D)* | Ray (R) |
| June 4 | Mississippi | | |
| June 4 | Montana | | |
| June 4 | New Jersey | | |
| June 4 | New Mexico | | King (D)* |
| June 4 | South Dakota | McGovern (D) | Kneip (D) |
| June 11 | Maine | | Curtis (D)* |
| June 11 | South Carolina | Hollings (D) | West (D)* |
| June 11 | Virginia | | |
| August 1 | Tennessee | | Dunn (R)* |
| August 6 | Idaho | Church (D) | Andrus (D) |
| August 6 | Kansas | Dole (R) | Docking (D)* |
| August 6 | Michigan | | Miliken (R) |
| August 6 | Missouri | Eagleton (D) | |
| August 7 | Connecticut (D) | Ribicoff (D) | |
| August 13 | Georgia | Talmadge (D) | Carter (D)* |
| August 14 | Connecticut (R) | | Meskill (R)* |
| August 17 | Louisiana | Long (D) | |
| August 20 | Wyoming | | Hathaway (R)* |
| August 27 | Alaska | Gravel (D) | Egan (D) |
| August 27 | Oklahoma | Bellmon (R) | Hall (D) |
| September 3 | Nevada | Bible (D)* | Callaghan (D) |
| September 3 | North Dakota | Young (R) | |
| September 7 | Delaware | | |
| September 10 | Arizona | Goldwater (R) | Williams (R) |
| September 10 | Colorado | Dominick (R) | Vanderhoof (R) |
| September 10 | Florida | Gurney (R) | Askew (D) |
| September 10 | Maryland | Mathias (R) | Mandel (D) |
| September 10 | Massachusetts | | Sargent (R) |
| September 10 | Minnesota | | Anderson (D) |
| September 10 | New Hampshire | Cotton (R)* | Thomson (R) |
| September 10 | New York | Javits (R) | Wilson (R) |
| September 10 | Rhode Island | | Noel (D) |
| September 10 | Utah | Bennett (R)* | |
| September 10 | Vermont | Aiken (R)* | Salmon (D) |
| September 10 | Wisconsin | Nelson (D) | Lucey (D) |
| September 17 | Washington | Magnuson (D) | |
| October 5 | Hawaii | Inouye (D) | Burns (D)* |

**(*Senators who are retiring, also, governors ineligible to succeed themselves.)**

# Legislation, Politics, Government

## • HOUSE SECRECY DWINDLES

Largely because of new House rules adopted to encourage open sessions, congressional committees opened their meetings to the public in record numbers last year. Only 10 per cent of all House committee and subcommittee hearings and business meetings were closed to the public and news media, compared with 44 per cent in 1972 and 41 per cent in 1971.

## • HIGHWAY VIOLENCE

Attorney General William Saxbe said recently the Justice Department is drafting legislation that would make it a federal crime to interfere with commerce on a federal highway. As the proposed bill is being drafted, Saxbe added, it would apply to any highway built with direct federal subsidies—which includes most state main arteries of travel.

## • WOMEN CANDIDATES

An unprecedented number of women ran for state and national office in 1972. There were 1,028 candidates of which 428 were elected. The National Women's Political Caucus claims there will be about three times as many women candidates running for election this year.

## • HOME-MAKER SECURITY

Two congresswomen have introduced legislation to provide Social Security coverage for housewives. The bill would permit persons running a home to join the Social Security system by paying the same tax as self-employed workers. Severely ill housewives would receive disability benefits under the measure and widowers would receive survivors' benefits currently denied them.

## • DEFENSE EMPLOYMENT

The most recent Defense Department report, as required by law, reveals that defense contractors employ 358 former military officers ranked major or above—including 30 retired generals and admirals. The figure is down from the previous report which listed 591 retired officers employed by defense contractors.

## • $1 CHECKOFF FUND

More taxpayers are authorizing the $1 checkoff for the 1976 presidential campaign fund than last year. So far, some 14 per cent of Americans filing income tax returns for 1973 have okayed the $1 contribution by marking the appropriate box on the front page of their return. Last year, when the checkoff was on a separate sheet, only 3.1 per cent checked the box.

## • M-S RECOMMENDATION

A national commission created by Congress and appointed by the Department of Health, Education and Welfare has recommended that the federal government increase its funding of multiple sclerosis research. The National Advisory Commission on Multiple Sclerosis says $54 million is needed for the work over the next three years.

## • CALIFORNIA MINIMUM WAGE

A $2 minimum wage has gone into effect in California, immediately boosting the pay scale of an estimated three million workers. The 35-cent increase makes California No. 3 in the nation in terms of minimum wage and, for the first time, applies to household domestic workers. The federal minimum wage is $1.60 an hour.

# For Your Information

## Home Windmill

The National Aeronautics and Space Administration has been developing a windmill for placement atop homes to provide electricity and help soothe the energy shortage.

NASA's windmill would not look like the traditional Dutch windmill, however. Instead, it's first full-scale model looks more like a glorified eggbeater and is being tested atop a 2-story building at a research center in Hampton, Va.

If the testing proves successful, NASA researchers say it might be possible to provide plentiful auxiliary power for the average home at a cost estimated between $500 and $1,000.

## Abandoned Autos

Abandoned autos, more valuable as scrap than in the past, are still a problem in every major city in the United States.

The price of scrap steel has almost tripled in the past three years, making it worthwhile to tow useless cars to a junkyard. Nevertheless, the abandoned auto is still a headache for cities even though motorists might get some cash for the old tub they are leaving on the street.

Chicago police hauled in more than 46 thousand abandoned cars in 1973. But New York City's figure is hard to beat—73,333 cars removed from the street last year (and that figure was a drop from the 1972 mark of 82 thousand cars).

**A study based on the 1970 Census revealed that the New York City metropolitan area had 5.3 million autos in 1960 and 6.9 million cars ten years later.**

## 45-Cent Victory

A stubborn citizen recently won a 45-cent refund from the Chesapeake & Potomac Telephone Co., by order of the Federal Communications Commission to end a 2-year struggle that set a precedent.

The principle established in the case was that telephone companies now have the burden of proving they are more accurate in their billing than a careful customer.

Regis P. Skeehan, a federal worker living in Falls Church, Va., sought a 45-cent rebate on what he considered an overcharge for a long-distance telephone call. Skeehan said he was charged for a 33-minute call which he clocked at 30 minutes.

Skeehan, his dander up, filed a formal complaint when the phone company refused the refund.

The FCC decided in Skeehan's favor because the phone company did not keep the timing records of his call and, lacking other evidence, accepted his version.

## Electric Vehicles

There is increasing public interest in electric transportation as the gasoline shortage becomes more acute in the United States.

Some experts suggest that right now an industry is being born and that by 1980 the marketplace may be selling as many as 250,000 electric-powered vehicles a year. The only drawbacks to battery-charged transportation are lack of speed and range.

The drawbacks may not be so serious, however, in terms of suburban shopping or short go-to-work routes. Marketing professors at the University of Wisconsin already have concluded in a survey that at least half a million Americans would be willing to buy an electric car because of the fuel crisis.

There are two signs that electric vehicles may be coming into their own. One is that the U.S. Postal Service has plans for taking bids on 350 electric delivery trucks as sort of a pilot program. The other is that one big company—Otis Elevator Co.—is entering the field of electric auto production.

## Wood Alcohol Considered

Methanol—better known as wood alcohol, the poisonous bane of unwary drinkers during the Prohibition Act era—is receiving serious scientific consideration as a possible energy source to supplement fuel.

Methanol, which has two-thirds the heat potential of gasoline, can be added by as much as 15 per cent to gasoline for auto use. It might serve to raise car mileage and cut motor pollutants.

A billion gallons of methanol are manufactured annually for the American chemical industry.

## Heart Drug Tests

The Food and Drug Administration is making plans to require batch-by-batch certification of the important heart drug, digoxin, because some samples have failed to meet acceptable standards in the rate at which the drug dissolves.

Digoxin assists the failing heart to beat more forcefully and is used by an estimated 3.5 million Americans a year.

Since 1971, scientists have known that some of the medicine has been less effective than other pills even though meeting federal standards for physical and chemical characteristics.

## Faster Filing

Income tax returns are coming into the Internal Revenue Service at a faster pace this year as Americans, shorter on cash, seek to get refunds quicker.

Through early February, nearly 16 million taxpayers had filed returns. The pace was about 6 per cent ahead of last year.

The average refund has increased slightly this year from $347 to $359, but the number of refunds—some 2.8 million in the first few weeks—leaped 132 per cent over last year's mark at the same time.

## Business Junkets

Too many people, in the opinion of the Internal Revenue Service, have been claiming business deductions for conventions or cruises that appear to be more like "vacations in disguise."

So, the IRS is now giving business junket claims a closer scrutiny than in the past. A growing number of trade groups are sponsoring trips where only a small portion of the time is spent on business.

The IRS says it may ask taxpayers who claim deductions for junkets to substantiate the time spent on business. If it finds abuses, the IRS may ask for names and addresses of other taxpayers who took the same trip.

## Mortgage Delinquency

The Mortgage Bankers Association of America reported that delinquencies on home mortgages during the final quarter of 1973 were at the highest rate in 20 years.

A survey by the organization showed also that nearly five per cent of mortgage loans were a month or more past due in payments.

Increasingly there are signs that home-buyers are putting off mortgage payments until the last moment. One savings and loan bank reported 15 per cent more borrowers are incurring late charges than a year ago.

## Credit Card Wrangle

Consumers Union has brought a court suit against American Express and BankAmericard, accusing the credit card companies of forcing merchants who accept the cards to discriminate against cash customers.

The suit seeks to halt the credit card firms' practice of forcing merchants—by virtue of a contract—to charge the same price on a product to both cash and credit buyers.

## Super Mailing Lists

The mailing-list industry, which helps sell everything from real estate to tools and toys, is getting more sophisticated thanks to computer technology.

Specialists in the industry now claim they can put together a list of prime prospects for just about anything a company wants to sell. In fact, the *Wall Street Journal* reports, name any group of people with something in common and chances are that there is for sale a list of those folks for $25 to $45 per 1,000 names each time the list is used.

Mailing lists, of course, are the heart that beats in the giant of junk mail that grows bigger in everyone's mail box.

Not only are the mailing lists growing in number but so are the numbers of companies selling them. One firm, in fact, claims to have more than 22,000 lists available in varying degrees of specialization.

A list broker says there are twice as many mailing lists on the market now as there were three years ago.

**A company in Los Angeles, Calif., has developed an auxiliary engine for bicycles which produces not quite one horsepower. So the firm touts its product on the basis of chicken power, claiming that the engine has the strength of 650 "live screaming chickens."**

## Fertilizer Shortage

There seems to be a shortage of everything in recent months but one of the most serious shortages on the horizon is world-wide and involves fertilizer.

The Fertilizer Institute, a 250-company trade association, says there is a severe shortage of the chemical materials necessary to grow crops. Some experts believe the shortage will last for at least three years.

In the United States, the industry is fast running out of its ability to increase its production of nitrogen fertilizer so important to helping produce bumper crops of corn, wheat and cotton.

There are two reasons for the fertilizer shortage: Until a year ago, there was an oversupply and construction of new plants came almost to a standstill; the industry can't get long-term guarantees on supplies of natural gas, a raw material essential for the production of nitrogen fertilizer.

## A New Insulin

A scientist in San Diego, Calif., may have found the answer for thousands of diabetics who are allergic to commercially produced insulin.

Dr. Michael A. Ruttenberg, a biochemist at the University of California, has developed a chemical change in one link of the insulin molecule system which alters the currently used insulin, derived from pigs, to a substance identical to human insulin.

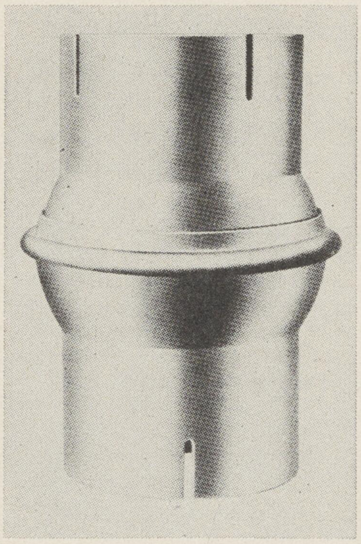
He has asked the Food and Drug Administration for permission to test the insulin on people.

## Oil Money

Middle East oil revenues amounted to an estimated $22 billion last year and revenues in 1974 are expected to hit somewhere between $85 billion and $110 billion.

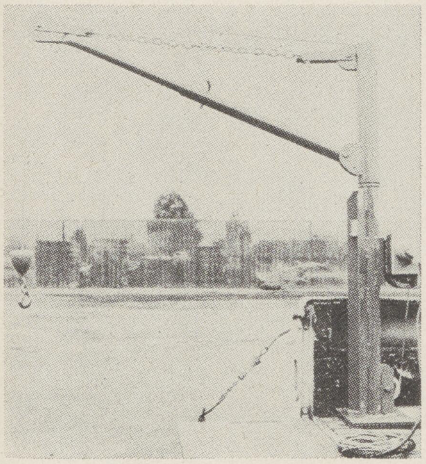
Chase Manhattan Bank estimated recently that by 1980 the foreign reserves of Arab oil producers should hit about $400 billion—up from $5 billion in 1970.

# WHAT'S NEW



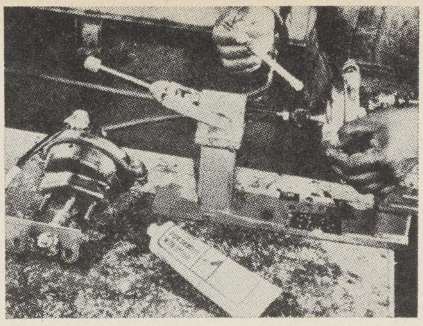
## Ball Joints

Lubricating ball joints to fit pipes of four and five inches are now on the market. They are available in a single or double-jointed series, and may be installed to replace flexible metal tubing and combat such problems as freeze-up and exhaust gas leakage.



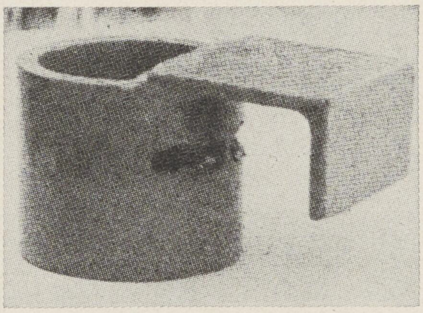
## Truck-Mounted Crane

A truck-mounted crane which operates electrically or manually has been announced. It has a single-line lifting capacity of 500 pounds. The winch has 30 feet of 3/16-inch aircraft cable. The boom rotates 360 degrees and is adjustable both horizontally and vertically, the company reports. Shipping weight: 185 pounds. Price: $375.



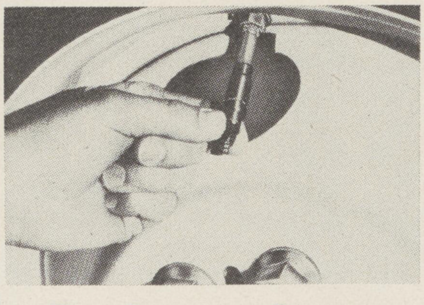
## Pipe Sealant

A new anaerobic thread sealant for use in maintenance and repair to eliminate leakage problems in air, hydraulic, oil, fuel and other systems is now available. The manufacturer says it replaces tapes, dopes and other sealant previously used for up to 150 applications.



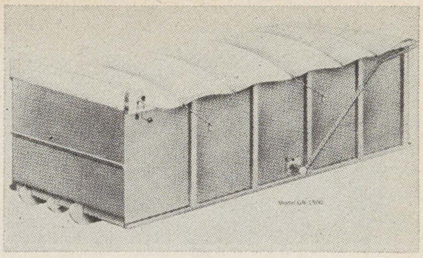
## King Pin Lock

A new king pin lock has been developed for use with trailers when parked without a tractor attached. The lock may be attached to the king pin of the trailer using the standard padlock with a ⅜-inch hardened hasp. To attach, place the unit over the king pin and then insert the hasp of the padlock into the slots of the cylinder.



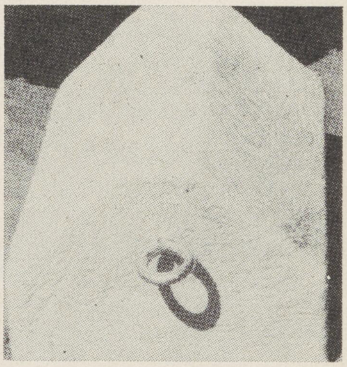
## Tire Pressure Gauge

A permanent on-the-wheel air pressure gauge for truck tires, with a range of 20 to 120 psi has been marketed. It is said to work on all truck tires now produced in the U.S. A set of four gauges sells for $5.88.



## Truck Cover

A new series of truck covers designed specifically for the waste removal industry has been announced. There are two models, both made of what the manufacturer calls a tough new nylon. Either model may be used for detachable containers or open trucks of any size, the company says. Model GR-500 is manually operated and ranges from 16 to 30 feet long. Model GR-1500 has a wind plate and employs spring-loaded arms. Its length is 16 to 24 feet.



## Plastic Wheel Chock

A wheel chock made from recycled plastic has been introduced. It weighs about 5 pounds and can withstand weights up to 60,000 its manufacturer says. A molded traction grate on bottom of 9 x 8 x 6 inch block keeps chock from moving.

*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**

# LAUGH LOAD

## Ready With Advice

A truck driver in the big city, expecting a visit from a cousin from the backwoods, had to go to court. He left a note on his front door: "Had to appear in court and you can find me there. If you can't read, take this to the drugstore and ask the druggist to read it for you."

## Only Meat and Just

The neighborhood butcher burst into the lawyer's office and asked: "If a dog steals meat from me, is the owner liable?"

"Of course he is," replied the lawyer.

"Ah-ha I have you!" cried the butcher. "It was your dog and he ran off with a $4 steak!"

"That's too bad," said the lawyer. "Now if you'll just give me $6 more, it will cover the cost of my professional advice."

## Art of Staying Elected

The Senator's clerk was worried. "Senator, according to the volume of your mail, more and more of your constituents are beginning to disagree with you."

"Keep a close record of the mail," replied the Senator, "and when enough disagree with me to get me re-elected, I'll certainly find a way to agree with them!"

## Willie Was Earthy

"What is the shape of the earth?" asked the teacher.

"It's round," responded Willie.

"Can you prove it is round?" replied the teacher.

"All right, it's square, then," answered Willie. "I don't feel like arguing!"

## No Change in Sight

Our nominee for the guy with the greatest nerve is the one who sent the Internal Revenue Service a tax return with a two-bit piece attached. He explained that he understood he could pay his taxes by the quarter!

## And That's No Bull!

The Latin American was telling a visiting U.S. clubwoman about his country. "Our most popular sport is bullfighting," he said. Upset at the thought of such a bloody spectacle, the dowager said: "But isn't it revolting?" 'Oh, no, senora," replied the Latino, "that is our second-most popular national sport!"

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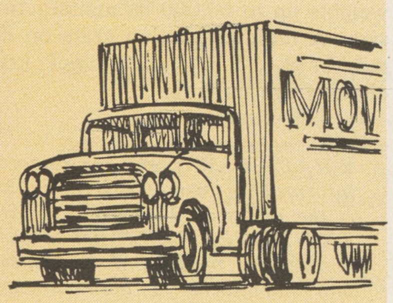
# MOVING? *Let Your Local Union Know!*



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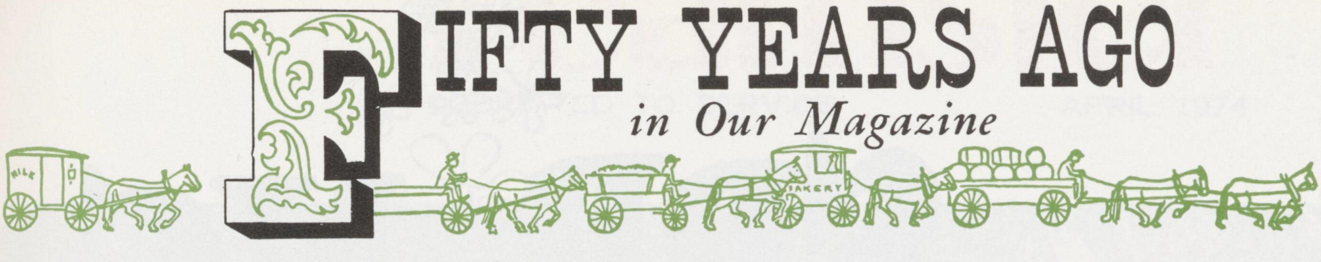
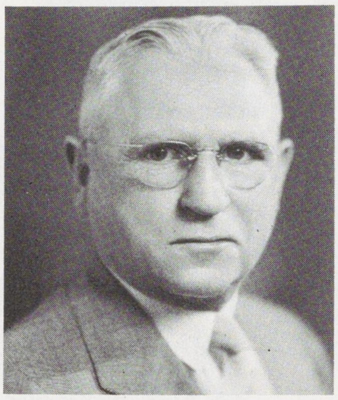
# FIFTY YEARS AGO
## *in Our Magazine*



**VOL. XXI** *(From the March 1924, issue of the TEAMSTER)* **NUMBER 3**

## Tobin Attacks Milk Producers


**Daniel J. Tobin**

The milk producers, or dairy farmers, of Illinois were recently on strike in an endeavor to obtain a higher price for their product from the milk distributors of Chicago. Local No. 753, Milk Wagon Drivers of Chicago, observed their contract with their employers and continued to work, although strong pressure was being brought to bear on them by the farmers to the end that they would refuse to handle milk shipped into Chicago, but our people in Chicago continued on in their smooth way, remaining at work as they had a perfect right to do, in no way violating their agreement.

The funny part of the whole situation is that the farmers, who had an organization of their own, received a great deal of encouragement from some individuals who assume to speak for labor.

While we are desirous of having all classes of men organize, even the employers, in order to protect their industry, we can not reconcile the fact that owners of farms producing milk can be classed as common laborers. The fact of the matter is they are manufacturers of certain products. They employ laborers, but their laborers do not belong to their organization because they have nothing to do with regulating the price of the materials manufactured. The farmers in said organization endeavor to hire labor as cheap as possible. None of the laborers are organized, nor, as near as we can find out, will the owners of the farms permit their laborers to organize if they can prevent it, and up to date they have prevented such organization. Also, every time they raise the price of their raw material, or food products, 90 per cent of which is consumed by the masses of the workers, the distributors in turn advance the price to the consumer, so in reality the farmers make the workers in the city pay their advance in prices.

We have no objections to the men who produce the milk organizing and getting what they can for their product, but they certainly are inconsistent when they prevent the poor farm laborer from organizing in order to better his condition in life, because if there is any class of workers to be pitied it certainly is the hired laborers on the farm.

It is true that many of our farmers only lease their land and are workers in the same sense as men running a business in a city, as they oversee the work of the men in their employment, and many business men only lease the ground on which they operate their factories.

Summing up the situation, it is not good policy for our unions to tie themselves up in any kind of a combination with producers which might bring about a stoppage of work, and our International will not sanction such joint agreements because they would only mean endless trouble for our people.

## STEEL TRUST ADOPTS LABOR-SAVING DEVICES

The steel trust will spend $15,000,000 on plant improvements, according to Judge Gary. In financial quarters it is stated that "part of the program is for the installation of labor-saving devices" following the elimination of the twelve-hour day.

Judge Gary resisted changes in the twelve-hour day. He said this was impossible; that it would increase costs 15 per cent; that his employes were satisfied.

When forced to change his position, the judge said: "All right, but the public will have to pay, with increased costs."

Now the public is informed that a few dollars of the many millions of dollars in the trust's strong box will be used to install labor-saving devices.

Or, in other words, the steel trust has been forced to modernize production methods, as organized labor's agitation forced it to modernize its work day.

* * *

Be fair and do at least one decent act every day in the year.

## Alert Official Traps Anti-Union Employers

ALBANY, N.Y. — The attempt of anti-union manufacturers to wreck the state labor department came to a sudden end through Governor Smith's policy of putting these business men on the defensive. The manufacturers, acting through their Associated Industries, Inc., publicly charged that the labor department is incompetent.

The Governor immediately announced that the charge was serious enough to warrant public hearings by him, and he called on the manufacturers to present their information. This move was unusual and unexpected. The business men began to hedge and finally assured the Governor they were "with him" to make the department as effective as possible.

The cornered business men held this love feast after they saw their executive secretary, Mark A. Daly, forced to acknowledge that his organization has no facts on which to base its charge. Before Mr. Daly left the stand a letter he sent out at the last session of the legislature was read into the record. This letter asked the business men to contribute money to fight the Governor's labor program. Direct primaries is another matter that should be fought by business men, according to Mr. Daly.

* * *

Good behavior may be rather old-fashioned, but one never heard of it getting a man into trouble.

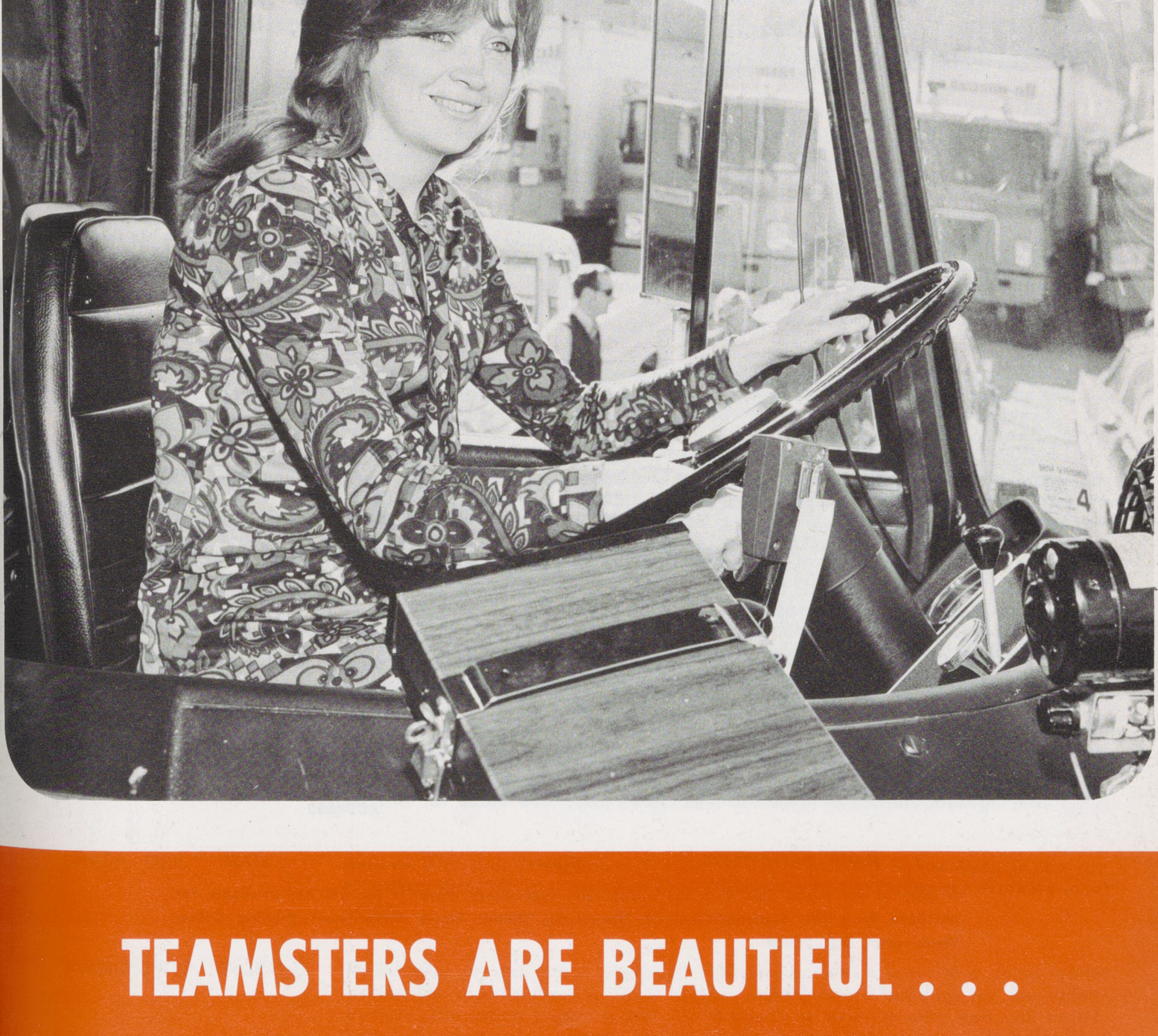
* * *

Do not be afraid of criticism —criticize yourself.

# SPRING IS HERE

# LOOK OUT FOR KIDS

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE APRIL 1974



## TEAMSTERS ARE BEAUTIFUL . . .

See Page 10

Dear Reader:

With just the flick of the pen you can have your wages frozen and prices allowed to rise. On the other hand, you can change this picture. Yes! you do have an alternative.

You can elect public officials who represent the working people of the United States. If you don't, the vested interests can cut your wages, alter collective bargaining agreements and change your way of life.

By taking YOUR pen in hand to write a check to DRIVE you get peace of mind in knowing that working men and women are rallying their collective political strength through DRIVE to fight back against anti-unionism whipped up by labor's enemies. Every little bit helps.

# JOIN DRIVE NOW!!!

## CASH CONTRIBUTION RECEIPT

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I am contributing the sum of $5.00 to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

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# Labor News in the Headlines

**WASHINGTON, D.C.** Worker productivity in the United States increased 3.6 per cent from 1972 to 1973, according to the Labor Department. While the increase was not as large as the 4 per cent gain the previous year, it was still greater than the 3 per cent annual rate of increase for the past decade.

**UNDATED** A survey by the Labor Department discovered there are more national union publications than there are national unions. Of 185 unions surveyed, 153 were found to publish a total of 187 periodicals. The International Teamster magazine is the largest publication both in terms of number of pages and number of copies distributed to members.

**MADRID, SPAIN** In Spain—land of the world's most backward labor laws—a workman can be executed by a firing squad for striking his employer.

**NEW YORK CITY** Magnavox announced recently that it is closing down its plant across the border in Nogales, Mexico, and will shift its production of television and electronic components to Jefferson City and Morristown in Tennessee.

**WASHINGTON, D.C.** The union from which pioneer labor leader Sam Gompers sprang to leadership is no more. Gompers' Cigar Makers International Union of America, founded in 1864, recently quietly merged into the Retail, Wholesale and Department Store Union.

**NEW YORK CITY** Howard Coughlin is the newly-elected chairman of the executive committee of the American Arbitration Association. Coughlin, the first labor leader to hold the post, is president of the Office and Professional Employees Union.

**WASHINGTON, D.C.** By 1985, the civilian economy is expected to generate 22.7 million more jobs than in 1970—a total of 105.5 million jobs—according to a study made for the Labor Department. Most of the work growth area is expected in government, services, heavy construction, furniture, manufacturing, transport, equipment and plastics products.

**SAN FRANCISCO, CALIF.** The 8-hour work day has been eroded in California by a regulation of the California Industrial Welfare Commission which permits many workers to work a 10-hour day before overtime pay is required. The regulation becomes effective in June and will affect an estimated five million workers.

**WASHINGTON, D.C.** The Labor Department's 1974-75 edition of its handbook, "Occupational Outlook," details employment, educational, earnings and advancement opportunities for some 850 occupations and 30 major industries through mid-1985.

**BAKER, ORE.** Believe it or not: Terry Baker is a baker living at 1370 Baker Ave., in the city of Baker, Ore. He is a member of the Bakery and Confectionery Workers local union.

**MANCHESTER, ENGLAND** By mistake, an anti-labor employer's association sent a letter to a union leader asking for contributions to build a new headquarters building for the union-busters. The union leader wrote this reply: Dear Sir—I'm sure you will understand that our union cannot donate to the erection of your new building, but here is a small contribution toward pulling down the old one."

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

***The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.***

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*"I just thought I would enjoy the work."*

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**National
Transportation Week
Observed by IBT**

**Editorial material should be addressed to:
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# From THE Field

### LINE DRIVER SAVES FAMILY IN WRECK

William Warren, a member of Teamster Local 952 in Orange, Calif., received commendation recently for his heroic action in saving the lives of a family involved in a freeway auto accident. Warren, a line driver for Laura Scudder's, came upon the accident scene in which the rear of a station wagon was afire following a rear-end collision. Due to the impact, only the right front door of the vehicle would operate. Warren stopped immediately and assisted the woman driver in removing her three children from the car. One child had a leg trapped under a collapsed seat. The Teamster ordered the mother away from the flaming wreckage and managed to free the trapped youngster at great personal risk in view of the danger of a gas explosion. Shortly after removing the child, the station wagon did explode and was consumed by flames.

### WESTERN OFFICIAL NAMED TO COUNCIL

Joseph W. Ballew, comptroller of the Western Conference of Teamsters and assistant to Vice President Einar O. Mohn, WCT director, recently was appointed by Gov. Ronald Reagan to the newly-established California Manpower Planning Council. Ballew is organized labor's only representative on the council which is composed of a dozen officials from city, county and state government as well as leaders in the business community.

### OREGON OFFICER DIES SUDDENLY

Raymond Rolow, secretary-treasurer of Teamster Local 670 in Salem, Ore., died suddenly recently when he choked to death on a morsel of food while on a business trip. Rolow had been a business representative and then head of the local union for 25 years.

### AGENT'S MOTHER REACHES AGE 100

Richard Ricketts, business agent for Teamster Local 970 in Minneapolis, Minn., recently helped his mother celebrate her 100th birthday.

### IOWA DRIVER AVERTS TRUCK STOP DISASTER

Quick-thinking by Walter Rhodes, a member of Teamster Local 238 in Cedar Rapids, Iowa, averted what probably would have been certain disaster at a busy truck stop in Coralville, Iowa, recently. Rhodes was eating in the truck stop restaurant when an explosion shook the restaurant and blew out the windows in an adjacent garage. A water heater pilot light had ignited fumes leaking from a propane gas truck undergoing repairs in the garage. When he saw the burning truck, Rhodes rushed from the restaurant and vaulted into the driver's seat, started the engine and crashed out of the garage through closed doors and took the machine to a field where he then grabbed an extinguisher and proceeded to put out the flames.

### SANCHEZ APPOINTED TO STATE COMMITTEE

Freddy Sanchez, secretary-treasurer of Teamster Local 750 in Oakland, Calif., and president of the Teamsters California State Council of Cannery and Food Processing Unions, recently was appointed a member of the California Workmen's Compensation Advisory Committee.

### BAKERY TEAMSTER RETIRES IN NORTH

Ray Wallin retired recently as secretary-treasurer of Teamster Local 289 in Minneapolis, Minn., after nearly 30 years' membership in the local union. Wallin became secretary-treasurer in 1968 after service as president of the local union for several years.

### 53 SAFE DRIVERS GET RECOGNITION

A total of 53 members of Teamster Local 174 in Seattle, Wash., all employed by Seattle Transfer, received awards recently for compiling a record representing a total of 319 years of safe driving. Six drivers alone accounted for 133 years of the total: Robert Struss, Marshall Learn, John J. Kelly, Wes Hulet, Forest Vertz and Donald Corbett.

### NEW YORK OFFICER TAKES RETIREMENT

Raymond Rebholz, secretary-treasurer of Teamster Local 807 in Long Island City, N.Y., since 1970, retired from his job early this month. Rebholz' career as a Teamster went back 46 years. He held various offices in the local union beginning in 1958 when he became a trustee.

### NEBRASKA LOCAL LOSING LEADER

E. F. Bill Noble announced his retirement as president of Teamster Local 554 in Omaha, Neb., effective at the end of this April. Noble was a member of the local union for 37 years and served 35 years as a business representative and officer.

### NYC LOCAL UNION LOSES OFFICER

Joseph Diovisalvo, secretary-treasurer of Teamster Local 553 in New York City, died recently.

### ED DORSEY HONORED BY VARIETY CLUB

Ed Dorsey, president of Teamster Joint Council 13 in St. Louis, Mo., recently was selected by the St. Louis Variety Club as that organization's "1974 Man of the Year."

The Variety Club credited Dorsey with bringing the idea of the telethon forward as a method of raising money for children's charities in the St. Louis area.

# OBSERVATIONS of the GENERAL PRESIDENT

OVER THE PAST several years, as farm workers in California fight for economic and job dignity, they have had to stand up to pressure from the United Farm Workers Union, from the clergy and student demonstrators. All too often, that pressure has taken the form of violence in labor camps where they live and in the fields where they work.

There is no question that the Teamsters will be competing for the loyalties of farm workers with the UFWU because we in the Teamsters have a commitment to give farm workers the strength of bona fide collective bargaining in that struggle for dignity.

However, when the issues of human dignity and personal safety of farm workers are involved, I have reached the end of the rope with the intimidation and the violence farm workers have had to endure.

I have issued specific instructions to all Teamsters involved in organizing and negotiating contracts for farm workers that no violence or intimidation will be tolerated. Any Teamster found to be engaging in such practices will be discharged.

I have taken a further step. I have written a letter to AFL-CIO President George Meany informing him of the action I have taken. And, I have put George Meany on notice that since Cesar Chavez' United Farm Workers is an AFL-CIO affiliate, he (George Meany) must shoulder the blame if violence occurs on the California farms during this year's growing season.

In my letter to George Meany, I said:

"If the AFL-CIO will show as much determination in this effort as we intend to show, we can avoid violence in the field this year. If there is violence, it will not have been provoked by our personnel, and if you fail to take steps similar to those we have taken, you must bear the blame along with Mr. Chavez and the United Farm Workers."

In simple terms, the AFL-CIO can not have it both ways. George Meany has supported the UFWU boycott and has condemned it. He has poured the dues money of the AFL-CIO affiliates into Chavez secondary boycotts and he has withheld it. He has been on one side and then the other.

But, on the question of violence and intimidation against California farm workers, George Meany can no longer engage in his famous flip flops.

If violence occurs during the current growing season, it will be of the UFWU's doing, not the Teamsters, and the blame for such violence will rest entirely on the shoulders of the AFL-CIO and its president, George Meany.

Frank E Fitzsimmons

**Annual Meeting**

# Fitzsimmons Addresses Dairy Division

General President Frank E. Fitzsimmons received a warm welcome as he addressed the Mid-States East Coast Dairy Conference delegates at their annual meeting recently.

MORE than 100 delegates attended a meeting of the Mid-States, East Coast Dairy Conference at Orlando, Fla., in late March to bring themselves up to date on what is happening with Teamster local unions having jurisdiction in the dairy industry.

Delegates delivered reports on conditions in their respective areas and enjoyed a banquet address by General President Frank E. Fitzsimmons who also attended business sessions.

The General President complimented the division as one "which gives strength to our union and dignity to the members we represent."

He added that the IBT general executive board recognized the value of the work performed by affiliates of the Dairy Conference, and declared: "You have our unqualified support."

Fitzsimmons discussed some of the current problems facing the International Union and cited with pride the achievements made during the height of the energy crisis.

He also talked about the growth of the Teamsters Union membership to more than 2.2 million workers, the farm worker situation in California, the reopening of National Master Freight Contract negotiations, and the general stance of the IBT.

Regarding the latter, Fitzsimmons declared:

"This International Union is being administered according to the constitution. Responsibilities have been placed where that constitution says they belong. It will continue just that way because that is the way we have grown and prospered. And it is the only way that we can fulfill our obligation to the rank-and-file members of the union."

The General President added that he would run for reelection in 1976 on the policy he had just described.

Vice President J. W. Morgan, director of the Southern Conference of Teamsters, welcomed the delegates to Florida while stressing the need for continued Teamster teamwork.

Vice President Ray Schoessling, director of the Central Conference of Teamsters, spoke briefly. He noted that the changes in the dairy industry, as in other divisions, can only be met by innovation.

Other speakers included: International Trustee Louis Peick of Chicago, Ill.; Dave Sweeney, IBT legislative director; Bob Dietrich, Eastern Conference of Teamsters, and Peter L. Gilsey, investment specialist.

Gene Hubbard of Washington, D.C., chaired the conference sessions throughout. Also speaking briefly were Howard Haynes of Louisville, Ky., secretary, and Tony Christiano of Chicago, Ill., treasurer.

Ray Schoessling

J.W. Morgan

Louis Peick

Howard Haynes

Tony Christiano

Gene Hubbard

# STATE OF THE UNION

## Drivers Made Whole

# National Master Freight Contract Renegotiations Are Completed

Teamster negotiators, led by their chairman General President Frank E. Fitzsimmons, have successfully renegotiated the National Master Freight Contract to provide employees with procedure for recovering earnings lost because of reduced speed limits on the nation's interstate and federal highways.

Fitzsimmons reopened the agreement in that narrow area to insure that employees' earnings did not suffer because of the reduced speed limits legislated to ease the impact of the energy crisis.

Under the terms of the renegotiated agreement with trucking employers, any employee who believes he has suffered a reduction in pay because of the reduced speed limits will file to make his earnings whole with his local union representative who will take the grievance up with the employer. Failing resolution at the local level, the grievance will go to the appropriate joint area conference committee. If not resolved there, the grievance goes to the national grievance committee under the National Master Freight Agreement.

After meeting with union negotiators, trucking employers took the proposal back to their executive board and approved the procedure.

Commenting on the renegotiated agreement, Fitzsimmons said:

"Our only purpose in reopening our agreement with employers was to insure that our members did not suffer a loss of earnings because of the energy crisis. We did not intend to negotiate increases in earnings, as increases are provided for during the life of the agreement.

"We believe the procedure we have worked out with employers is fair and equitable and will serve the purpose for which negotiations took place," Fitzsimmons said.

## Firing Case Won by Dallas Local

The National Labor Relations Board affirmed an administrative law judge ruling recently that Southland Corp., of Owentown, Tex., unlawfully terminated three employees because of their activities on behalf of Teamster Local 745 of Dallas, Tex.

It all started when a new employee, Lowell Hart, contacted the Teamster local union in quest of collective representation a week after going on the job. Testimony revealed that Hart's days on the job "were numbered" and sure enough, he was fired on a pretextual reason.

Two other workers, John Culpepper and Mickey Hubbard, also eventually lost their jobs once it became known that they, like Hart, were interested in union representation.

Southland Corp., was ordered by the Board to cease the illegal conduct and to offer the three discriminatees reinstatement to their jobs and backpay.

## Telethon Helpers

**IBT Vice President Joseph Trerotola (holding microphone) was accompanied by his granddaughter, Anita, when he presented a $10,000 check from International Brotherhood of Teamsters to the United Cerebral Palsy telethon in New York City recently. At left is Jack Fecter, president of Teamster Local 918, who served his 14th consecutive year as labor chairman for the telethon.**

## Office Unit Won by Local In Illinois

**Teamster Local 371 of Rock Island, Ill., recently gained a bargaining unit of more than 140 office workers in a representation election win at Eagle Midwestern Region-Lucky Stores, Inc., in Milan, Ill.**

**G.L. Frame, Local 371 organizer, said 142 clerical workers were eligible to cast ballots in the single-union vote conducted by the National Labor Relations Board. The ballot tally was 84 in favor of the union and 46 against.**

## ● Four Wins

Teamster Local 497 of Akron, Ohio, in recent weeks has won four representation elections conducted by the National Labor Relations Board at Roadway Express, Newell Leasing United, Car Rack Corp., and Cook according to James F. Wykle secretary-treasurer of the local union.

## New Appointments

# Winetraub, Ciesla Replace Weiss In IBT Research Department

Norman Winetraub has been appointed Director of Research of the International Brotherhood of Teamsters.

He replaces Abraham Weiss who retired from that position to accept an appointment as Assistant Secretary of Labor for Policy, Evaluation and Research. (See accompanying story.)

Norman Winetraub

Winetraub, who comes to the Teamsters from the Air Line Pilots Association as its research director, will be assisted in his new duties by associate research director Tony Ciesla. Ciesla comes to the International Union from the Central Conference of Teamsters where he was research director.

Prior to his employment with the Air Line Pilots Association, Winetraub was assistant research director for the Oil, Chemical and Atomic Workers, assistant education and research director for the Allied Industrial Workers in Milwaukee, and economic consultant to union members of the National Commission on Technology, Automation and Economic Progress.

He served as a consultant to the Provision Drivers Local 627, AMCBW, a labor economist in the bureau of labor statistics, U.S. Department of Labor, and assistant research director of the Amalgamated Meatcutters and Butcher Workmen.

Prior to that, he was an instructor in economics, evening division, Northwestern University. He holds a Masters of Arts in economics from Northwestern, and a Bachelor of Science in business administration from Penn State.

Ciesla was research director for the

Tony Ciesla

Central Conference of Teamsters from March, 1971, until coming to the International Union. Prior to his Teamster association, he was research associate with the Laborers International Union where he also worked in that union's manpower development and training program.

Ciesla did his college work in economics and has a graduate degree in that field from American University.

## Five Ballots Won by Local In Syracuse

Teamster Local 317 of Syracuse, N.Y., has won five representation elections conducted in recent weeks by the National Labor Relations Board.

Paul Gambacorto, secretary-treasurer of Local 317, said the wins were scored at Profax Gas in East Syracuse and in Pulaski, N.Y., at Martisco Corp., Mack Trucks and O'Connor-Mosher Warehouse, all in Syracuse.

## Al Weiss Gets Labor Appointment

Al Weiss, research director and chief economist for the International Brotherhood of Teamsters since 1954, was appointed by President Nixon for the post of Assistant Secretary of Labor for Policy, Evaluation and Research.

Weiss, 61-year-old native of New York City, is no stranger to government work. During the Korean War he was director of the Office of Economic Analysis, Wage Stabilization Board, and was principal editor of the official history of the Board.

Al Weiss

Prior to that time, he was in charge of collective bargaining at the Bureau of Labor Statistics. From 1936 to 1938, he was with the Veterans Administration and the Immigration and Naturalization Services. He moved to BLS in 1939.

Weiss received a bachelor of arts degree from Brooklyn College in 1933, his masters degree in economics from Georgetown University, and did advanced work at Columbia University.

During his years at the Teamsters Union, he served on several government wage and labor panels.

# STATE OF THE UNION

## Hawaiian Retirees

**Eight members of Teamster local unions in Hawaii retired recently with a total of 245 years on the job. Shown are (left to right): Seated—Benjamin Vellarmia, 26 years; Schoichi Fujioka, 34 years; Mateo Baradi, 29 years; Celedonio Balonzo, 29 Years; Standing—John Makakoa, 26 years; Gilbert Kurihara, 33 years Arthur Rutledge, president of Teamster Joint Council 50; Abel Gonsalves, 34 years and William Fukuda, 34 years.**

### Legal Void

## Independent Truckers Suffer At Hands of NLRB and ICC

L. N. D. Wells, Jr., legal counsel for the Southern Conference of Teamsters says that "bungling of labor relations and motor carrier legislation by the National Labor Relations Board and the Interstate Commerce Commission is a principal cause of the 'independent truckers' chaos."

In a letter to the International Teamster magazine, Wells says:

"Both agencies have bent to ill-advised industry pressure to designate these drivers as 'independent contractors' rather than 'employees.' Industry seeks to have these drivers regarded as 'independent businessmen' for the legal consequences that flow are no social security, no pensions, no health and welfare, no income tax withholding, no Labor-Management Act protection, and, most important, no collective bargaining.

"Additionally, the cost of truck equipment, maintenance and gas and oil must be borne by the 'independent contractor'—while the certificated motor carrier must bear these costs if carrier equipment is manned by 'employees.'

"Industry, on the short term, has profited from transfer of economic burdens to the drivers—and by depriving them of the protection of the federal labor laws. But in the long term, public and industry suffer when drivers must bear the entrepreneurial costs properly to be borne by their employers—and their employers are insulated from compliance with federal labor laws by the simple expediency of designating employed drivers as 'independent contractors.'

"The segment of the motor carrier industry which acknowledges the application of, and complies with, federal labor laws has enjoyed (and even in the midst of the present chaos continues to enjoy) stability. And, the public has its continuous service.

"For the process of collective bargaining—ostensibly our national policy for almost 40 years—works well, and the National Master Freight Agreement between affiliates of the International Brotherhood of Teamsters and several thousand unionized motor carriers provides not only good wages and working conditions, but the stability which comes from viable grievance procedure and 'no-strike' provisions.

"A good start toward providing the stability in the motor carrier industry which the public deserves would be for the National Labor Relations Board to reverse its *Fleet Transport, Conly* and *George* precedents—which deny drivers the employee benefits by labeling them 'independent contractors,' and for the Interstate Commerce Commission to require certificated holders to operate through those to whom the federal labor laws will apply.

"If the administrative agencies refuse, then Congress should act to specify in terms the administrators cannot avoid that the federal labor laws will apply to all interstate drivers."

## West Virginia Retiree Pens Note to Fitz

**Dear Bro. Fitzsimmons:**

**I want to thank you and all the officials of the International Brotherhood of Teamsters for the many benefits I have received while a member. Also for the pension I am now receiving. I am happy and proud to be a member of Teamster Local 175 in Charleston, W. Va., and I will always be grateful to that organization. May the International Union continue its good work for many years.**

**Fraternally,**
**Dolph R. Cornell,**
**Parkersburg, W.Va.**

## Bargaining Decision Won in L.A.

Granting a motion for a summary judgment, the National Labor Relations Board ruled in favor of Teamster Local 986 of Los Angeles, Calif., in a bargaining refusal case involving West Coast Schools.

The Board determined that all issues raised by the company in the appeal had been properly litigated in the prior proceedings.

The Board found no merit in the employer's defense and held that West Coast Schools was under a continuing duty to bargain about the effects of the discontinuance of its vocational school operations on employees that had been terminated.

### Meatcutters Advertise

## AFL-CIO Union Wants UFWU To Knock Off Picketing

In growing numbers, unionists around the nation are growing tired of the disruptive tactics of Cesar Chavez and the United Farm Workers Union.

They are finding his secondary boycott and picketing of union stores and union products more and more repugnant.

The Amalgamated Meat Cutters Union 539, Detroit, is an example. That union recently ran an advertisement in the *Detroit News* branding UFWU picketing as "offensive and ineffective."

In big, black type the advertisement said:

"We, members of the AFL-CIO, find UFW picketing offensive and ineffective. We urge the United Farm Workers to Stop it NOW. We Appeal to Consumers, as always, to shop in Union Supermarkets."

The text of the advertisement was equally as blunt. It said:

"Picketing has focused on Wrigley Supermarkets lately, but the target keeps changing. United Farm Worker Boycott signs have appeared at A&P, Farmer Jack, Great Scott and Chatham. All these stores are selling table grapes today. And all these stores are 100 per cent union.

"Our AFL-CIO members benefit from years of organizing and bargaining. Our unions were helped along the way by other unions just as we have been helping those who try to organize to better their way of life. That included the United Farm Workers.

"The AFL-CIO contributed millions of dollars to the Farm Workers' cause. That money came from the dues of AFL-CIO members . . . including the 30,000 who work in this area's supermarkets.

"But we are tired of seeing our own union brothers and sisters harassed by UFW pickets. Many of those UFW pickets never belonged to a union or have any understanding of unionism.

"The AFL-CIO Executive Council recently voted to cut off financial support of the UFW. George Meany, president of the AFL-CIO, told Cesar Chavez last week that the AFL-CIO will not support secondary boycotts like the UFW is trying to get going against union supermarkets in Detroit.

"We see no decent purpose in picketing that would turn customers away from union stores. In some cases UFW pickets have actually told housewives to do their shopping at non-union stores.

"We appeal to consumers to continue shopping in union supermarkets.

"We are proud to work in union supermarkets helping customers who have learned that union members honor their contracts and live up to their responsibilities to the public," the message to the public said.

**Teamsters Echo Message**

The nearly 50,000 Teamster farm worker members in California are circulating the same message to the consuming public. As they try to improve their wages, hours and conditions through legitimate collective bargaining, Teamster farm workers resent the fact that UFWU pickets harass and cause problems for their union brothers and sisters in the Retail Clerks, the Meatcutters, the Glass Bottle Blowers and the Distillery and Wine Workers.

### Fike Retires

**Leo R. Fike is shown receiving his first pension check from C. E. Stutzman, secretary-treasurer of Teamster Local 453 in Cumberland, Md. Fike has been a member of the local union since 1940. At various times he served as trustee, recording secretary, vice president, and was an organizer from 1970 onward.**

### Funny Thing Happened

## Farm Workers Vote Chavez Out of California Vineyard

Cesar Chavez has long maintained that even though the Teamsters have the contracts covering wages, hours and conditions for farm workers in California, he and the United Farm Workers Union have the support of the workers.

Well, a funny thing happened at the K. K. Larson vineyard in the Coachella Valley the other day.

After reading a newspaper report that quoted the Larson vineyard as saying it would try to negotiate an agreement with the UFWU, Larson's workers presented the grower with a petition which said: "Please do not sign a new contract with Cesar Chavez."

Larson then asked the Rev. Richard Humphrys, pastor of Our Lady of Soledad Catholic Church, to conduct an election among the workers. The result:

Farm workers voted Chavez out of their lives by a ballot of 60 to 28. The workers had two choices.

One was, "I want a new contract signed with Cesar Chavez."

The other was, "I do not want a new contract signed with Cesar Chavez."

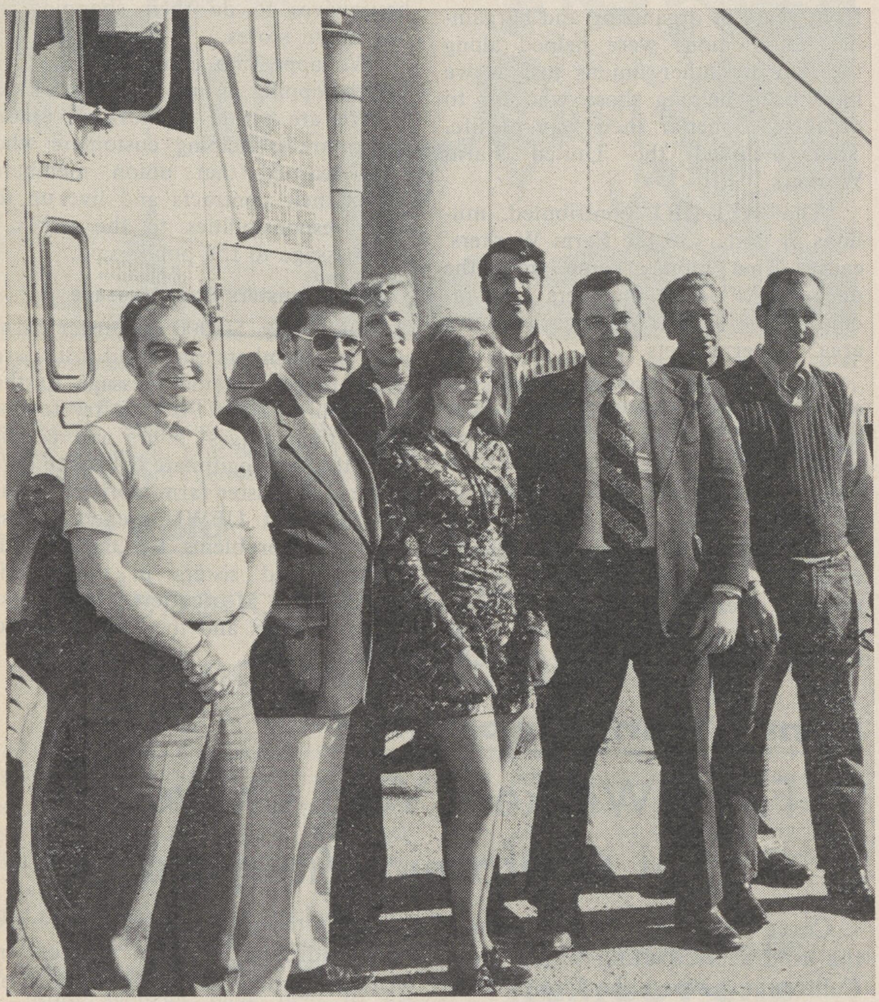
The myth that farm workers support Cesar Chavez was exploded by the workers themselves.

Neither Teamster nor UFWU representatives were notified of the election, and neither union was present. Sheriff's deputies observed the election, but did not participate.

# STATE OF THE UNION

## Cabs Are Prettier

# 125 Pounds of Woman Master Of 15 Ton Tractor Trailer



**Judy Hill, over-the-road driver for Seasonall, is shown here with, left to right, Walker Higgins, company chief dispatcher; Bert Bloom, president of Teamster Local 538; John Gabler, Local 538 steward; John Doran, company manager; Ray Baker, Local 538 secretary-treasurer; Joseph Mogle and Robert Rougeaux. Local 538 committeemen.**

Judy June Hill stands five feet, four inches tall, weighs 125 pounds, carries a Teamster card in her purse, and drives a 15-ton tractor-trailer for Seasonall Industries of Indiana, Pennsylvania.

She is the solo pilot of a 10-speed GMC Astro 290 tractor, hauling a trailer full of aluminum storm windows, doors and replacement windows over major interstate highways throughout the East.

Ray Baker, Secretary-treasurer of Teamster Local 538, in Kittanning, Pennsylvania, says:

"Judy has really proven herself. She's a very good driver, she has a very nice personality, and she runs her runs just as quickly as any man. I think she's done a fantastic job."

Mrs. Hill, 26 years old and the mother of two boys, is an alumnus of the PMTA Truck Drivers School near Harrisburg. She has just completed her 30-day union probation period, and now becomes the first woman tractor-trailer driver in Teamster Local 538 .

"I didn't decide to become a truck driver because of Women's Lib," she explains. "I just thought I would enjoy the work. And, I really like to travel and I'm very happy with the wages. After all, I have to support two children by myself."

At first Judy was greeted with mixed reactions on the road. "I've gotten a lot of stares at truck stops. And some of my fellow drivers were a little skeptical about a woman truck driver. Now, though, I think they're starting to accept me," she said. "Several drivers have come up to me and said, "We admire what you're doing and we're proud of you.' "

"We hired Judy because she's a qualified truck driver. It's as simple as that," says Nelson G. Gault, personnel director of Seasonall. "There's absolutely no question about her ability. She's done an excellent job."

And, it is generally concluded along the interstates in the East that the inside of a tractor cab is getting prettier these days.

## Heinz Plant Gained In Illinois

Teamser Local 738 of Chicago, Ill., is now the collective bargaining representative for 110 production workers at the H. J. Heinz Co., plant in Schaumburg, Ill., a suburb of Chicago.

Raymond Domenic, Local 738 secretary-treasurer, said the union won a National Labor Relations Board election conducted at the plant by a 2-to-1 margin.

Domenic added that the organizing victory was made possible by a joint campaign conducted by the Local 738 staff with the Central Conference of Teamsters.

## 3 Contracts Negotiated By Local 789

Teamster Local 789 in Fairmont, W. Va., recently negotiated agreements with three companies, according to Paul R. Butcher, secretary-treasurer of the local union.

Contracts were concluded with the Carmet Co., Minetool Division in Shinnston, W. Va., Marion Paper Co., and Pepsi Cola Bottling Co., in Fairmont.

Butcher said Bob Smith and Darrel Swiger, stewards, assisted in negotiating the Carmet agreement which provided big improvements over a 3-year period.

## Berniece Heffner Retires

Berniece Heffner, personnel manager for the International Brotherhood of Teamsters for 21 years, retired March 15, 1974, after having spent more than 33 years with the American labor movement.

She began her labor career in 1941 in Detroit when she became a charter member of Lodge 138 of the American Federation of Government employees. In the Fall of 1941, she was elected Secretary-treasurer of the AFGE, moved to Washington, D.C., and for 18 years served in that position.

**Teamster General President Frank E. Fitzsimmons is shown presenting Berniece Heffner with a retirement gift from the employees of the International Brotherhood of Teamsters.**

Long before the days of woman's lib, Berniece Heffner served in one of the highest positions held by a woman in organized labor.

In May, 1953, she left her position with the AFGE and became personnel manager for the International Brotherhood of Teamsters, a position she held until her retirement.

She was honored at a retirement party by employees of the International Union which was attended by Teamster General President Frank E. Fitzsimmons and General Secretary Treasurer Murray W. Miller.

Fitzsimmons presented Berniece with a gift from the employees and called her "a loyal and conscientious employee of the IBT who daily made her contribution to the success of the organization. "Berniece Heffner gave a lifetime to the labor movement," Fitzsimmons said, "and the labor movement is better for the many contributions she made."

### In Philadelphia

## Black Woman Elected President Of Technicians Local Union

Members of Teamster Local 474 in Philadelphia, Pa., chalked up a "first" recently when they elected a black woman president over two other candidates including the incumbent officer.

Soft-spoken Mrs. Bessie Shute won the job at the local union which has jurisdiction in dental, optical and instrument making work. The membership is about 10 per cent women and 10 per cent black, said Mrs. Shute who at first was going to decline the nomination.

But then, she decided, "What the heck, I might as well reach for the stars and try to be elected."

Famous within her local union as an outstanding shop steward at a plant where she worked fashioning dentures, the 52-year-old Mrs. Shute made no big promises to Local 474 members in her election campaign.

Instead, she visited various plants and recited what she had accomplished during 8 years as a shop steward.

"I told the workers that I could make the union work for them with their support," said Mrs. Shute, explaining that she had become active originally because her co-workers needed someone to go to bat for them.

A native of Pittsburgh, Mrs. Shute started work in a dental laboratory operation in 1942 after more than two years of college at Hampton Institute in Virginia. She planned to save money and continue her education. It did not work out that way.

Today, Mrs. Shute—besides her union activities— teaches bible school at her church and both she and her husband, a retired Teamster driver, are very proud of their son, Raymond Shute, Jr., who is in the navy.

Her main hobby is deep sea fishing and she once caught a 37-pound cod and a lobster that weighed 17 pounds. As for the lobster, Mrs. Shute said she sold it to the captain of the boat, adding, "What would I do with a lobster that big?"

Mrs. Shute takes a straightforward slant at life and her future responsibilities as a union leader. In her acceptance speech, she warned the membership against putting down the union and each other, and to avoid misinformation by coming to the meetings and getting the facts first-hand.

"It's not enough to have convictions, I always told my son," explained Mrs. Shute. "You must have the courage to follow them. Anybody can follow a crowd. It takes character not to do what the crowd is doing."

### ● Nevada Win

Drivers and warehousemen employed by Commercial Transfer & Storage Co., of Sparks, Nev., voted unanimously for representation by Teamster Local 533 in a recent National Labor Relations Board election, according to Jerry Bradfield, Local 533 business representative.

## Retiree Dies

**Harold A. Becker, who served many years as the chief executive officer of Teamster Local 579 in Janesville, Wis., prior to his retirement in 1965, died recently. Becker was active in both state and national Teamster affairs during his years as secretary-treasurer of the local union. At the time he first took office, the local union had only 7 members. At his retirement, the membership numbered more than 1,000.**

## Protected Activity

# Allentown Local Wins Case For Fired Truck Drivers

Teamster Local 773 of Allentown, Pa., recently won the decision in a National Labor Relations Board case involving Fast Foodmakers of Quakertown, Pa.

The Board agreed with the administrative law judge's findings of illegal conduct by the company in placing two employees on "probation" and subsequently firing them for engaging in protected concerted activities.

The company also was cited for making reprisal threats to its employees if they engaged in a strike or a concerted refusal to work to protest the discharges of Orville McClanahan and Joseph Irelan.

In other bad conduct, said the Board, Fast Foodmakers held out to McClanahan the prospect of reinstatement and benefits to be derived by employees from the employer's correction of its mistakes and problems—if McClanahan would go to the Board with the four truck drivers who signed Teamster Local 773 cards and notify the Board they did not want an election but rather wanted the union's representation petition withdrawn.

Finally, the company erred by interrogating employees about their desires for union representation and their voting intentions in the election.

The administrative law judge ruled that McClanahan's and Irelan's refusal to make assigned deliveries was protected activity. There had been repeated delay in reimbursement to truck drivers for road expenses incurred in excess of monies advanced by the company. The drivers had warned they would not operate their rigs if the problem was not remedied.

### Drivers Hold Back

McClanahan and Irelan jointly decided not to make their run unless first receiving two delinquent expense checks due them, having already advanced substantial sums of their own money on the employer's behalf.

There could be no doubt, said the judge, that the two drivers' concerted effort constituted an activity for their mutual aid and protection, as well as of the other drivers. The drivers subsequently engaged in two strikes in protest of the discharges and the unresolved late expense check problem.

A complaint that the employer threatened to lock out the drivers was tossed out by the administrative law judge who could find no evidence on this point.

Fast Foodmakers was ordered by the Board to cease the unlawful conduct, and to offer McClanahan and Irelan reinstatement and reimbursement for any loss of earnings suffered.

## Texan Writes Letter

**Dear Bro. Fitzsimmons:**

**I would like to thank you and the union for the sizeable pension I am now receiving. It is very good. I would also like to thank the officers of Teamster Local 47 in Fort Worth, Tex., for each time they assisted me in various ways, and also express appreciation to E.T.M.F. Freight System for its contribution to the pension fund. I wish the best for the Teamsters Union and everyone connected with it. I retired in July, 1973. To those who have not yet retired, I say, "Just keep on trucking."**

**Fraternally yours,**
**T. G. Dikes,**
**Mineral Wells, Tex.**

## ● Hospital Unit

Local 205 of Pittsburgh has successfully organized a collective bargaining unit at the McKeesport Pennsylvania Hospital. The unit of 584 workers includes nurses aides, kitchen employees, laundry workers, and housekeeping and dietary employees, according to Local 205 President William Lichert. He was assisted in the organizing campaign by Brothers Hagmaier, Mostre, Poole and Bzubinski.

## Retiree

**Curtis Briley, a member of Teamster Local 710 in Chicago, Ill., retired recently after driving over-the-road for 35 years—the final 26 years without a chargeable accident. Thoughout his driving career, Briley was a member of Local 710. His employer for the entire 35 years was Gordon Transports, Inc.**

## Firing Case Won by Local In San Diego

Cantor Bros., Inc., unlawfully discharged Manuel Cerecero because of his activities for Teamster Local 481 of San Diego, Calif., according to a recent ruling by the National Labor Relations Board.

Sustaining the findings of the administrative law judge, the Board agreed that the company's vice president was clearly antagonistic to Cerecero because of the workman's refusal to repudiate the union.

The judge found no evidence that Cerecero's work performance was unsatisfactory, nor was there any pattern of absenteeism as asserted by the company. In addition, the employer failed to issue any preliminary warning to Cerecero prior to the firing.

Cantor Bros. was ordered by the Board to cease the illegal conduct and to offer Cerecero reinstatement and backpay for losses suffered.

## ● Labor Law

The Fair Labor Standards Act of 1938, as amended, is administered by the Department of Labor and sets minimum wage, maximum hours, overtime pay, equal pay and child labor standards.

## High Gear Organizing Gets Results

Teamster Local 803 of New York City recently completed a high gear organizing campaign under the leadership of William L. Hagner, president, and gained six new bargaining units in the first three months of this year.

Hagner said all the organizing victories involved security operatives and guards in the New York metropolitan area.

The wins were scored at: Hempstead General Hospital in Hempstead, Long Island, security guards; the Halbey Security Agency in NYC; the Bell Security Agency in NYC; the Electra Security Agency in NYC; C.L.I.C.K. Security Guards at the Brooklyn Navy Yard, and the security guards at the Hillcrest General Hospital in Flushing, N.Y.

### ● Mail Haulers

Six truck drivers employed by Lincoln Industries Mail Haul, Inc., voted overwhelmingly for representation by Teamster Local 512 of Jacksonville, Fla., in a recent National Labor Relations Board election, according to James H. Wheeler, secretary-treasurer of the local union.

### ● Two Victories

Teamster Local 497 of Akron, Ohio, recently won representation elections conducted by the National Labor Relations Board at Lancer Chemical Co., and Interstate Truck System, according to James F. Wykle, secretary-treasurer of the local union.

### ● In Virginia

Drivers and clerk loaders employed by Crown Central Petroleum Corp., in Richmond, Va., voted overwhelmingly for representation by Teamster Local 592 in a recent National Labor Relations Board election, according to G. F. French, secretary-treasurer of the local union.

### ● Boston Win

By a majority of better than 80 per cent, drivers and warehousemen employed by Thypin Steel Co., of Boston, Mass., voted for representation by Teamster Local 379 in a recent National Labor Relations Board election, according to Paul V. Walsh, organizer.

### $4,000 Worth of Loose Mouth

## Former B. C. Labor Minister Judged Guilty of Slander

A former labor minister in British Columbia has been ordered by the B.C. Supreme Court to pay a $4,000 slander judgment to Edward Lawson, IBT Vice President and Canadian Senator.

Lawson brought suit as a result of remarks made by James Chabot, then minister of labor, during the 1972 election campaign. In that speech, Chabot referred to Lawson's opposition to the compulsory provisions of the now defunct Mediation Commission Act, which would have ordered Teamster members back to work in strikes.

In his written judgment, Justice E. E. Hinkson said:

"Mr. Chabot is telling us that in a labor dispute involving the Teamsters Union, they will not obey the law if the Mediation Commission orders them back to work.

"Lawson is a senator, he has taken an oath of office to uphold the law. What Chabot is telling us is that Lawson will disregard the oath he has taken and disobey the law if it is expedient to do so on behalf of the Teamsters Union."

The justice concluded that the words were slanderous and calculated to disparage Lawson as a senator, president of Teamster Joint Council 36 and as a trade union representative.

### In Trucking

## Carolina Local Wins Unit; Gains Backpay for Seven

Teamster Local 391 of Greensboro, N.C., recently won a large collective bargaining unit by election and also succeeded in gaining backpay for seven of the firm's employees who were discharged during the organizing campaign.

The victory was at Murrows Transfer, Inc., in High Point, N.C., where 139 workers were eligible to ballot in a representation election conducted by the National Labor Relations Board.

#### Ballot Favors Union

J. W. Lauck, Local 391 organizer, said the ballot count was 57 to 43 in favor of the union. Included in the bargaining unit are road drivers, lease operators, local drivers, switchers, maintenance men, warehousemen and dockmen, clerical workers, part-time workers and crew chiefs.

Seven members of the unit received a total of $6,318 in backpay after a settlement agreement was signed with Murrows Transfer.

#### Local Files Charges

The award was the result of unfair labor practice charges filed by Local 391 following discharge of the seven during the organizing campaign.

While the employees were eligible for reinstatement under the NLRB action, only two—Robert L. Briles and his son, Robert L. Briles, Jr.—elected to return to their jobs.

### Local 391 Offers Reward Of $10,000

**Teamster Local 391 of Greensboro, N.C., has offered a $10,000 reward for information leading to the arrest and conviction of those responsible for the shooting of one of its members, Darrel M. Vanhoy.**

**Vanhoy was driving a McLean Trucking Co., unit near Olive Hill, Ky., early last February when he was fired upon. Vanhoy lost the sight of his left eye as a result.**

**Information should be forwarded to: R. V. Durham, president, Teamster Local 391, P. O. Box 11298, Greensboro, N.C.**

# STATE OF THE UNION

### Motorist Aid

## ‘Hard Hat Patrol’ Depends Upon Teamster Rig Drivers

Teamster Local 36 and four other construction trade unions are contributing financially to a “hard hat patrol” whose purpose is to aid motorists in distress on highways fanning out from San Diego, Calif., and extending as far south as the Mexican border.

John S. Lyons, secretary-treasurer of Local 36, said the money being turned over by Teamsters, Carpenters, Cement Masons, Laborers and Operating Engineers stems from 2-cent contributions for each hour worked by their members.

The money goes to a Construction Industry Advancement Fund, Lyons said, with the “hard hat patrol” being administered by Sanfric, Inc. The drivers are members of Local 36. San Diego area construction companies commit their radio systems and personnel.

When a Teamster construction driver spots a vehicle in trouble on the highway, he radios his company dispatcher. The dispatcher then contacts the patrol which sends a car to help the motorist.

Signs reading “HELP” have been distributed to the public for display in a disabled vehicle and are easily spotted by the “hard hat patrol” helicopter which has direct radio contact with the ground communications center.

Patrol vehicles are mini-trucks carrying water, gasoline, an air compressor, hydraulic jack, jumper cables and a first aid kit for use in emergencies.

The patrol has proven so successful that San Diego Mayor Pete Wilson commented: “Our thanks to the Construction Industry Advancement Fund. I think this is an outstanding program . . . The community should be grateful because the program has contributed materially to the safety of San Diego freeway drivers.”

San Diego’s city council also passed a resolution authorizing a communication expressing appreciation to the fund for carrying on the service.

### Preventing Death

## Seat Belts Are Effective In Commercial Vehicles

Use of seat belts by drivers of commercial vehicles definitely decreases the chance of serious injury or death in case of accident, according to the Department of Transportation.

DOT recently published a special report, “1970-71 Crash-Injury Ejection Study,” on the basis of research by the Bureau of Motor Carrier Safety. It reviewed accidents in which drivers and/or co-drivers were killed or seriously injured in wrecks.

The report showed that the fatality rate for occupants ejected from the vehicle (237 cases) was 42 per cent.

That figure compared with the fatality rate for those not ejected and not wearing seat belts (512 cases) or 28 per cent. For those wearing seat belts (39 cases), the fatality rate was 15 per cent.

In cases where seat belts were not worn, the rate of ejection through motor vehicle doors manufactured prior to 1967 was 29 per cent; for 1967 and later model years, only 16 per cent. The facts indicated that improvements made in commercial vehicle door latches are effective.

Robert A. Kaye, director of the MBCS, pointed out that the study made clear that the use of seat belts by drivers of commercial vehicles definitely decreases the chances of serious injury or death in a road mishap.

### ● Warehousemen

Warehousemen employed by Joslyn Mfg., and Supply Co., an electrical products firm in Seattle, Wash., voted unanimously for representation by Teamster Local 117 in a recent National Labor Relations Board election, according to Arnie Weinmeister, secretary-treasurer of the local union.

### Coca-Cola Ruling Won In Florida

Six members of Teamster Local 991 in Mobile, Ala., all former employees of the Coca-Cola Bottling Co., in Pensacola, Fla., agreed to a settlement recently immediately before the National Labor Relations Board was due to hear the discharge complaint.

Charles E. Merritt, Sr., Local 991 business representative, said the case resulted from an organizing campaign conducted by the union at the plant last autumn. Six drivers were fired.

According to the terms of the settlement, the company agreed to pay the drivers a total of $5,178 in backpay and offer them reinstatement, although only one of the drivers chose to come back to the job.

### Tire Retread Standard Changes

The Department of Transportation is moving to carry out a court decision that alters a motor vehicle safety standard concerning retreaded tires.

Certain aspects of the standard’s permanent labeling provisions were vacated in a decision by the U.S. Court of Appeals for the District of Columbia last January.

DOT’s National Highway Traffic Safety Administration, as a result, is amending standard No. 117 on “retreaded pneumatic tires” to eliminate permanent labeling requirements dealing with tire size, maximum inflation pressure, ply rating, and identification as to whether the tire is tubeless, tube-type, bias/belted and radial construction. The amendment will go into effect February 1st, 1974.

### ● Clayton Act

The Clayton Act was approved in 1914 and limited the use of injunctions in labor-management disputes while providing that picketing and other union activities should not be considered unlawful.

### ● Training Act

The Comprehensive Employment and Training Act signed into law in 1973, authorizes block grants to state and local governments for a wide array of manpower services tailored to community needs.

## John Rohrich Dies

John Rohrich, a trustee of the International Brotherhood of Teamsters for 17 years before his retirement in 1968, is dead in Cleveland at the age of 83.

Rohrich had a 58-year career as a union leader. He began at the age of 13 driving mules for construction companies building commercial and office buildings around Cleveland's Public Square.

John Rohrich

At the age of 21 in 1911, Rohrich founded Truck Driver Local Union 407. He served many years until his retirement as secretary-treasurer of Teamster Local 436.

Over the years, Rohrich served as President of Joint Council 41, and held offices in the Cleveland Federation of Labor, the Ohio State Building and Construction Trades Council, and the Ohio Federation of Labor.

For many years he was active with the Cleveland Library Board and a member of Cleveland's Zoning Board of Appeal.

A native of Cleveland, Rohrich was born April 26, 1890, in a family of seven boys.

He is survived by his wife, Pauline, and daughters, Mrs. Alex Kasper and Mrs. Robert Nock.

### Barrier Cracked

## Penney's Auto Service Unit Gained by Minnesota Local

The J. C. Penney Co.'s traditional anti-union barrier was cracked in Minnesota recently when Teamster Local 974 succeeded in organizing employees at the company's auto service center in Brooklyn Center, Minn.

Twenty employees voted for union representation by a 2-to-1 margin after a whirlwind campaign of two months' duration.

Howard Fortier, secretary-treasurer of Local 974, said the organizing drive began prior to Christmas. It met with enough success that the local union asked the National Labor Relations Board for a representation election.

Penney's management, however, protested the NLRB regional director's assent to an election for the particular unit. The company claimed the proper unit would consist of practically everyone employed at the auto service center—which would include a lot of people that had nothing to do with the actual servicing, repair and tire work.

The NLRB upheld the regional director's decision and the February election boomed forth with a big victory for the Teamster local union.

The turning point in the election campaign came when a company representative foolishly challenged one of Local 974's organizers to a debate on the pros and cons of trade unionism. The organizer accepted and strengthened the union's position greatly in a 3-hour word struggle that followed.

Fortier called the organizing victory a "major breakthrough" at Penney's in Minnesota and pledged that the local union would continue its drive to bring the benefits of a union contract to every auto center employee within the geographical jurisdiction of Local 974.

Penney's has been one of the most difficult companies to organize through the years. Less than a dozen Teamster local unions across the nation have succeeded in gaining units in warehousing, office work and the like, and only one local union in the past has succeeded in winning an auto service center unit—and that was in Indiana.

### ● 100th Year

This year is the 100th anniversary of the union label. The Cigar Makers International Union made first use of the union label in 1874.

## Joint Council Officers

**Newly-elected officers of Teamsters Joint Council 9 headquartered in Charlotte, N.C., are (left to right)): B. L. Young, vice president; W. C. Barbee, president; Frank Wood, secretary-treasurer; Kenneth Bowman, Stokes Rucker and Everett Dotson, trustees, and B. D. Blevins, recording secretary.**

# Teamsters Union Joins in Observing National Transportation Week

LIKE a giant conveyor belt spanning the length and breadth of America, the trucking industry provides a constant flow of commerce over the nation's highways, linking metropolitan areas, cities and towns with farms, factories and markets.

Drivers bring trucks filled with raw materials to plants, then later wheel out the finished products. They are the pivot on which swings both ends of the nation's assembly lines. Three of every four tons of materials and finished goods moved by all modes of transportation are hauled by trucks.

Only trucks can deliver door-to-door. Because of this flexibility, the trucking industry moves more commodities from origin to destination than do other carriers. They also haul just about everything the other modes handle—ranging in size and variety from zippers to autos—for at least part of the journey.

Truck hauls from airports, seaports, and rail terminals are increasing as aircraft, ships, and rail cars get bigger and fewer depots can handle them. For example, cargoes landed by huge jets at Dulles International Airport in Virginia are trucked to densely populated areas in nearby states; containers landed by ocean-going vessels at Newark, N.J., are moved by truck to Mid-Atlantic cities and beyond, and plastic pellets shipped in jumbo tank cars to Norristown, Pa., are hauled by truck to points as far away as Boston.

The rapid growth of suburbia, coupled with the changing patterns of distribution and handling of the nation's freight business, is reflected in the rapid rise of truck registrations in the United States. Registrations jumped from 3.5 million vehicles in 1930 to 20.2 million in 1972—an increase of more than 578 per cent.

Drivers are piloting trucks more miles than ever before in providing a direct service to many areas of the country. During the past two decades, truck vehicle mileage has more than doubled, totaling 238 billion miles in 1972. This record included some 149 billion miles over main and local highways, and 89 billion miles over urban streets.

Keeping pace with the nation's economic growth, motor carriers moved more than 470 billion ton-miles of freight in 1972, and accounted for 22.9 per cent of the total performed by all modes of freight transport. Intercity ton-miles of freight by all motor carriers has increased by 750 per cent since 1940.

The high degree of utilization within the trucking industry is illustrated by the average motor carrier power unit in intercity service which traveled 66,118 miles in 1971. The average length of haul was 277 miles, while the average load was 12.4 tons in this latest available year.

Today's motor carriers play a key role in transporting the nation's manufactured goods. For example, trucks haul 91 per cent of office and accounting machines; 81 per cent of carpets and rugs, clothing, and aircraft parts; 76 per cent of engines, turbines, and electronic goods; 68

**THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS is joining with government and industry in observing "National Transportation Week," May 12-18, 1974.**

**Members of the IBT—hundreds of thousands of whom work in cartage, warehousing and related occupations—have an important and personal role in America's transportation system. Without their contribution, distribution of the nation's needed goods would be impossible.**

**Motor trucking is the core of commercial transportation in the United States. The industry is second in size only to agriculture. One of every nine workers in the country is engaged in trucking.**

**Drivers, warehousemen, dispatchers, mechanics and men and women in dozens of allied occupations—both blue and white collar—help service the more than 210 million Americans. A great chunk of this workforce holds membership in the International Brotherhood of Teamsters.**

**Without fear of exaggeration, it may be said that the IBT slogan is as accurate as any: "Teamsters move the nation's goods."**

per cent of drugs, and 55 per cent of tires and inner tubes (based on 1967 Census of Transportation figures).

Trucks also carry more of the nation's raw and refined materials than ever before. By illustration, the motor carrier industry handled 92 per cent of the sand and gravel, 74 per cent of crushed stone, 83 per cent of Portland cement, 57 per cent of anthracite coal, and 39 per cent of refined petroleum products.

Tremendous gains have been made by trucks in hauling agricultural products and livestock during the past decade. Virtually all poultry, hogs, and cattle were shipped by motor carriers in 1972, and 51 per cent of all foodstuffs were moved by truck. Deliveries of sheep and lambs to market by truck rose from 67 per cent of the total movement in 1960 to 98 per cent in 1972.

Revenue distribution among regulated freight carriers illustrates the predominant role of motor carriers, which in 1963 surpassed the railroads in terms of gross operating revenues. By 1972, the motor carrier industry was receiving more than half of all regulated transportation revenues, accounting for $18.7 billion, compared with $13.5 billion for railroads. Water carriers, pipelines, and airlines made up the balance. Last year's motor carrier revenues totaled an estimated $21 billion.

Another measure of the trucking industry's contribution to the nation's economy is the sizable outlay by motor carriers for wages, equipment, fuel, and other goods and services which in 1971 exceeded $92.8 billion. Some $1.7 billion worth of truck parts and accessories alone were purchased by the industry. Altogether, these expenditures represented nearly one-tenth of the Gross National Product.

Second in size only to agriculture, trucking had a total estimated payroll of $77.5 billion in 1972. The economic importance of this industry to the nation is underscored by its direct employment of over 9 million men and women as drivers, mechanics, dispatchers, salesmen, safety supervisors, managers, etc.

Looking to the future, America's economy is seen as becoming increasingly dependent upon truck transportation. The trend toward dispersed urban living shows few signs of slowing down. More and more goods will be moving about large and expanding metropolitan centers. This short-haul, multi-origin, multi-destination type of movement can only be handled efficiently by truck.

Trucks, working alone and in combination with other modes—railroads, water carriers, and airlines—carry all the things America needs or wants. Most Americans see it happening every day. Not so visible to the average person, however, is what goes on beyond the loading docks—at the terminals and maintenance shops.

A trucking company safety supervisor climbs into a plane and takes off on a routine airborne safety patrol; a dock foreman, watching a closed circuit television, monitors action at the far end of a warehouse, and a company executive decides to replace 11 tractors after reviewing a computerized maintenance report on them.

These are not rare occurrences, but routine examples of new and exciting ways in which the motor carrier industry makes use of computers and advanced technology. Today's trucking companies form, in effect, a far-reaching extension on both ends of the assembly line—bringing raw materials and carrying out the finished products.

It is sometimes surprising for casual observers to find such sophisticated operating methods in use by the trucking industry. But, they're there—playing an important part in keeping the major share of the nation's freight moving quickly, efficiently, and economically to its destination.

A western motor carrier, for example, recently initiated a new era in motor carrier safety with a program of aerial safety patrols. Its safety supervisors regularly observe the company's trucks on the highway from the air.

These aerial patrols augment other safety efforts of the company which monitors highway patrols in 26 marked cars throughout the company's 40-state system. Safety supervisors ride with pilots and maintain radio communication with the ground in observing the company's trucks on the highway—watching not only its drivers, but other motorists who might encounter trouble on the road.

The International Brotherhood of Teamsters and its affiliated local unions throughout the United States and Canada have an equally strong interest in highway safety. Drivers, warehousemen and others employed in the trucking industry are encouraged to participate in company safety programs.

Many Teamster local unions give formal recognition, often jointly with companies under contract, to members who have achieved remarkable safety records through the years. In addition, *The International Teamster,* official publication of the IBT, publicizes whenever possible the safety awards presented to Teamsters Union members.

Invariably, the "Driver of the Year" selected by the American Trucking Associations, Inc., is a member of a Teamster local union. Always the honored driver—like the 1974 selection, Wilbur R. Moore of Teamster Local 492 in Albuquerque, N.M.—has totaled a nearly impossible record of millions of miles without accident. Moore's mark, incidentally, was more than 3.3 million miles without a single preventable accident over the past 37 years!

Teamster drivers, with one or two exceptions in the past dozen years, annually sweep the championships in the National Truck Rodeo sponsored by ATA. One of the eligibility requirements for advancement from the state roadeos to the national competition is an impeccable safety record in terms of on-the-job driving.

While trucks traveled an estimated 232 billion miles in 1972, professional truck drivers have maintained one of the lowest accident records for any group of highway users in the United States.

The trucking industry's safety efforts have brought a steadily decreasing accident rate over the past three decades. In the early 1940's, trucks averaged 57.0 accidents for every one million miles of travel. Despite the rapid increases in vehicles and travel in recent years, the 1972 rate dropped to 9.86 accidents per million miles.

The National Safety Council's 1972 record shows that trucks account for only 12 per cent of all vehicles involved in accidents—though they make up 17.1 per cent of the nation's total motor vehicle registration.

A recent study shows that the frequency of accidents per million miles traveled for all trucks is 14.9, compared to 26.4 for passenger cars. According to Department of Transportation figures, the accident rate is 2.7 for Class I and II intercity motor carriers—which comprise the bulk of the regulated trucking industry.

A great part of this impressive safety record reflects the skill of the Teamster driver as well as the continuing safety programs conducted by trucking companies.

# SAFETY & HEALTH

## OSHA Ruling

### Firm's Responsibility Rigid Regarding Safety Equipment

A company cannot escape responsibility for the use of safety equipment on the grounds that an employee failed to use it, according to a recent ruling by the Occupational Safety and Health review commission.

By a 2 to 1 decision, the review commission held that even if the company did not know that the safety measure was not being used, it could not shift responsibility for safety compliance to its employees.

In effect, the ruling held that "the employer's duty to comply with safety and health standards was not diminished because his employees created the hazards."

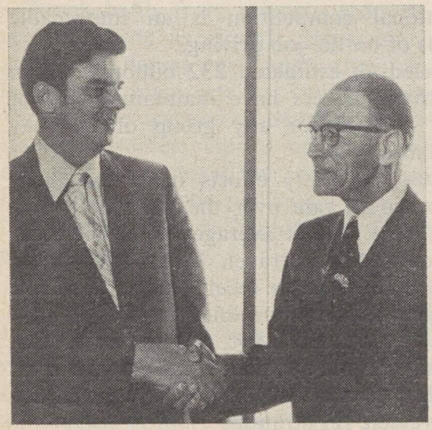
The ruling came in a case bought by the Occupational Health and Safety Administration against Cam Industries at its steel equipment fabrication facilities in Kent, Wash. Among a number of charges was one that the company had failed to provide proper ventilation for a man welding in a confined space.

The final OSHA review commission, while agreeing with dismissal of some of the charges against the company, ruled that the company, nevertheless, had responsibility for the safety of its employees and that its ignorance of the violation did not shift responsibility for safety compliance to its employees. Member James F. Van Namee wrote the decision.

Member Timothy F. Cleary also affirmed the venting charge on the grounds that the company not only was obligated to provide protective equipment but also to insure its use. Had the employer properly supervised the welding job, Cleary said, the venting violation could have been avoided.

Chairman Robert D. Moran dissented. He declared that the firm could not be held responsible for the safety violation because it didn't know about it. He declared that the job safety act was not intended to make the employer a guarantor or insurer that his employees would at all times observe safety and health regulations.

## Outstanding Driver



**Paul Leffert (right), a member of Teamster Local 371 in Rock Island, Ill., receives congratuations from George Mulvey, secretary-treasurer of the local union, upon being inducted into the exclusive "million mile club" of the National Safety Council. Leffert, driver for ITT Continental Baking Co., has been piloting trucks for 35 years. His record is two million miles without an accident.**

## 30 Drivers Presented Safety Awards

Thirty members of Teamster Local 557 in Baltimore, Md., received safe-driving awards recently from their employer, A.A.A. Trucking Corp.

The awards were presented at a special breakfast sponsored by Charles Bonacci, president of the company, and went to:

John Brummet, John Caldwell, Jr., Hartford German, Jr., John Haleluk, Lawrence Hoffman, John Rohde, Henry Schott, Ronald Seidl, George Smith, Jerome Bracey, Bengt Anderson, Nelson Handy, Russell Metzger, Martin Shaver, Alonzo Walker, Alonzo West, Winfield Bayer, Monroe Buffington, Clinton Hornberger, Joseph Porach, Frederick Schott, Richard Schweiger, Leonard Blevins, Herman Heinlein, William Heiser, Von Webb, William Clifford, Joseph Kalasausky, Charles Sparks, Richard Hill.

## • Noise Level

American Can Co., recently agreed to reduce noise levels at 83 of its plants rather than quibble about the health standard.

## Safety-Health Law Produces New Awareness

The federal Occupational Safety and Health Act has produced a growing public awareness about the problem of work-related accidents and illnesses.

Precise measurement of the impact of the law, which went into effect April 28, 1971, is difficult because of the lack of adequate statistics until recently. Until passage of the law, statistics on work-related accidents were collected voluntarily and included only disabling injuries.

The statistics now being gathered by the Labor Department as part of its administration of the three-year-old law are only starting to bear fruit. For example, they show that during 1972, one out of every 10 workers experienced some kind of job-related injury or illness.

The Labor Department does have statistics on inspections it has made since the law went into effect. By the end of last year, the Department's Occupational Safety and Health Administration had conducted 117,000 workplace inspections. The inspections produced more than 76,000 citations with proposed penalties of more than $10 million.

OSHA has been placing more emphasis on health standards to protect workers from job-related illnesses caused by the more than 25,000 known potentially toxic substances used in workplaces.

Both unions and trade associations are working with OSHA, and a key role is being played by the National Safety Council, which is conducting training through local affiliates for small and medium-sized employers to advance the aim of maximum voluntary compliance.

## • Utah Wins

Teamster Local 976 of Ogden, Utah, recently won two bargaining units in representation elections conducted by the National Labor Relations Board.

Kenneth W. Barrow, Local 976 secretary-treasurer, said the victories were scored at Smith's Warehouse where the vote was 35 to 24, and 10 workers employed by Precast Building voted for the local union.

# MISCELLANEOUS

## Road Growth in the United States

| Year | Rural Mileage (1,000 miles) | Municipal Mileage (1,000 miles) | Total Mileage (1,000 miles) |
|---|---|---|---|
| 1945 | 3,012 | 306 | 3,318 |
| 1950 | 2,990 | 323 | 3,313 |
| 1955 | 3,045 | 373 | 3,418 |
| 1960 | 3,108 | 430 | 3,538 |
| 1965 | 3,183 | 507 | 3,690 |
| 1966 | 3,188 | 510 | 3,698 |
| 1967 | 3,184 | 521 | 3,705 |
| 1968 | 3,152 | 532 | 3,684 |
| 1969 | 3,162 | 548 | 3,710 |
| 1970 | 3,169 | 561 | 3,730 |
| 1971 | 3,166 | 593 | 3,759 |
| 1972 | 3,173 | 614 | 3,787 |

Source: (Department of Transportation)

### In 1972

## 3.7 Million Miles of Road Criss-Cross United States

Roads and streets under the jurisdiction of all levels of government totaled nearly 3.787 million miles in 1972, according to the Department of Transportation.

The actual mileage figure, based on information supplied by the states to the Federal Highway Administration, was 3,786,713 miles.

The total included 613,426 miles of municipal roads and streets—16 per cent of the total—while the remaining 3,173,287 miles of highway, or 84 per cent, was in rural areas.

Federal-aid highway systems comprised 25 per cent of the total road and street mileage, 26 per cent of rural routes, and 17 per cent of urban mileage.

Almost 471,000 miles of roads and streets, or 12 per cent of the U.S. total, are on state primary systems with an additional 321,210 miles also under state control.

Roads and streets under local control amount to 2.79 million miles, or 74 per cent of the total. The remainder in national parks, etc., under federal control account for the remaining 6 per cent of U.S. mileage.

Actual road and street mileage in the U.S. has grown little in recent years. Although construction of highways on new locations continues, most of the work is in resurfacing, widening, elimination of hazards and other improvements of existing paths.

At the end of 1972, about 765,000 miles of all roads and streets in the nation—or 20 per cent of the total—were unsurfaced. An estimated 1.28 million miles—or 34 per cent—of the routes were surfaced with granular material, gravel, crushed stone or slag. The remaining 1.7 million miles, accounting for 46 per cent of the total, have surfaces ranging from bituminous surface treatment to bituminous and portland cement contract.

### ● Ohio Victory

Drivers employed by Hagan Mfg., makers of home and auto insulation in Delphos, Ohio, voted 7-to-1 for representation by Teamster Local 908 of Lima, Ohio, in a recent election conducted by the National Labor Relations Board, according to M. G. Redinbo, secretary-treasurer of the local union.

### ● Warehousing

By a 4-to-1 margin, drivers and warehousemen employed by Stroehmann Bros., Co., of Williamsport, Pa., voted for representation by Teamster Local 765 in a recent National Labor Relations Board election, according to Martin Packard, president of the local union.

## 1,000 Miles Added To Interstate

Another one thousand miles of Interstate Highway was completed and opened to traffic in the year ended last December, bringing the 42,500-mile system to 83.4 per cent completion.

Transportation Secretary Claude S. Bringegar said work has now either been completed or is underway on 98.9 per cent—or more than 42,000 miles—of the highway network.

Only 472 miles have not yet advanced to the point where location public hearings have been held.

As of the beginning of 1974, 35,460 miles of the federal system were completed and in use. The additional road built during 1973 amounted to 1,067 miles.

As currently designated, the Interstate Highway System consists of 34,177 miles of rural highways and 8,323 miles of urban roads.

Some $53.23 billion has been spent on the federal-aid interstate program since it was begun in 1956.

Currently, work estimated at slightly more than $13 billion was underway or authorized, including $8.8 billion for construction and $4.2 billion for enginering and right-of-way acquisition.

### ● In Alabama

Workers employed by Gulf Plating Co., Inc., in Mobile, Ala., voted unanimously for representation by Teamster Local 991 in a recent National Labor Relations Board election, according to Herbert Belt, Local 991 organizer.

### ● Affiliation

Teamster Local 2707, representing airline and allied workers, recently affiliated with Teamster Joint Council 50 in Honolulu, Hawaii, bringing to four the number of local unions in that joint council. Local 2707 is headquartered in Los Angeles, Calif.

### ● In Honolulu

Teamster Local 427 recently won representation elections for two units—skycaps and utility men—totaling 100 workers employed by Honolulu Airport Porters Services, Inc., at Honolulu International Airport.

**Chow Time**

# Nutrition Can Be a Help To Over-the-Road Drivers

Long haul truck drivers probably have more dietary problems than workers in most occupations, but there is something they can do to correct the situation.

Over-the-roaders would be the first to admit to indulging in eating habits that are self-destructive. They can't choose the best restaurants in town and often do not have the time to dawdle over a well-cooked, nutritious meal in restful surroundings.

Instead, they often eat on the run. Seldom do they select a balanced menu. Usually they wind up grabbing a quick meal of deep fried foods accompanied by several cups of coffee.

Once having filled the stomach, drivers then spend their time sitting down in the performance of their work. Like an office worker, they do not effectively burn up the calories and the result is a tendency to being overweight.

Jane Voichick, a professor of nutritional science at the University of Wisconsin, has come up with some answers for developing a nutritional program beneficial to truck drivers.

Although a driver cannot avoid eating in restaurants and cafes, it is possible for him to choose a food variety to provide balanced amounts of vitamins and minerals.

Dr. Voichick recommends that when making stops drivers should eat small and frequent meals rather than heavy meals which may contribute to drowsiness as well as being difficult to digest.

### Pack Your Lunch

When stopping is impossible or undesirable, a driver can well benefit from a home-packed lunch of, for example, peanut butter sandwiches, nuts, fruits, chocolate and relishes such as carrots, green peppers and celery. All are nutritious foods that do not spoil easily and provide essential vitamins and minerals.

Vitamin A is dramatically important to drivers, as it directly relates to vision and the ability of the eyes to adapt from light to dark. Milk and dairly products—cheese, ice cream, cottage cheese—are excellent sources of Vitamin A. Fruits and vegetables—cabbage, grapefruit, oranges, spinach, squash, carrots—also provide significant amounts of this vitamin.

Fruits and vegetables, Dr. Voichick emphasizes, are low in calories and high in essential vitamins and minerals and contain "natural sugar" as opposed to chemically refined sugar which may contain residue from the refining process.

Caffeine and nicotine are definitely counter to good health. Dr. Voichick points out. Caffeine, present in both coffee and tea, is a suspected source of heart disease among heavy users. Nicotine requires little in the way of scare tactics to emphasize its detrimental effects. However, a little known consqeuence of smoking is that it robs the body of Vitamin C.

Deep fried foods are difficult to digest and should be avoided particularly when followed by periods of limited activity. Excessive intake of foods with a high concentration of fat such as red meats, milk and eggs, should be restricted.

Vitamin supplements, to offset poor nutritional habits, should be prescribed or suggested by the family physician. Dr. Voichick indicated that vitamins can be readily and safely obtained from the foods you eat. There is no known danger of toxic overdose from vitamins obtained in this manner. There is a very real danger of overdose in certain vitamins if taken in high enough concentrations exceeding known recommended daily requirements.

In view of recent U.S. Food and Drug Administration (FDA) warnings, specifically related to Vitamins A and D, caution should be exercised in taking vitamin supplements.

Dr. Voichick does not preclude the use of vitamin pills particularly in cases of fasting or when religious beliefs restrict intake of certain foods. But, let your family doctor determine the exact type and dosage necessary.

In a profession such as truck driving, where long hours of intense concentration with limited total physical exercise are commonplace, the concern for nutrition and good eating habits is of primary importance.

## Reindeer Feeder

**Terri Steck, a member of Teamster Local 481 in San Diego, Calif., is the first woman keeper in the San Diego Zoo's mammal division since World War II. A local newspaper described the 21-year-old Teamster lady as "one of the newest attractions at the zoo."**

## ● Fed Agency

The Federal Mediation and Conciliation Service is an independent agency of the federal government. It was established by Congress in the 1947 amendments to the National Labor Relations Act.

JOHN B. McGINLEY, C.P.A. (1927-1955)
LEO F. McGINLEY, C.P.A.
WILLIAM P. ROCHE, C.P.A.
WHITFIELD E. MALLORY, C.P.A.
MEMBERS OF AMERICAN INSTITUTE
OF CERTIFIED PUBLIC ACCOUNTANTS

**McGINLEY, ROCHE & MALLORY**
CERTIFIED PUBLIC ACCOUNTANTS

VAN NESS CENTRE
4301 CONNECTICUT AVENUE, N.W.
WASHINGTON, D. C. 20008

March 4, 1974

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington, D. C. 20001

Gentlemen:

We have examined the consolidated fund balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND
TEAMSTERS INTERNATIONAL, INC.

as of December 31, 1973, and the related consolidated statement of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the referred to consolidated fund balance sheet and consolidated statement of income and expenses present fairly the financial condition of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND
TEAMSTERS INTERNATIONAL, INC.

as of December 31, 1973, and the results of their operations for the period indicated, in conformity with generally accepted accounting principles applied on a consistent basis.

Respectfully submitted,

McGINLEY, ROCHE & MALLORY

McGinley Roche & Mallory
Certified Public Accountants.

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC. WASHINGTON, D. C.

## CONSOLIDATED FUND BALANCE SHEET AS OF DECEMBER 31, 1973

### GENERA FU

| ASSETS | |
|---|---|
| Cash | $ 12,695,402 |
| Accounts Receivable | 745,870 |
| Inventories—Cost or Market | 240,663 |
| Investments—Book Value (Market Value $13,742,000) | 13,730,740 |
| Accrued Income | 503,621 |
| Deposits | 251,783 |
| Prepaid Expenses | 330,970 |
| Fixed Assets—(At cost, less $3,043,824 Accumulated Depreciation) | 9,762,983 |
| Total Assets—General Fund | $ 38,262,032 |

### DEFENS FU

| ASSETS | |
|---|---|
| Cash | $ 28,690,522 |
| Accounts Receivable | 4,047 |
| Investments—Book Value (Market Value $40,346,469) | 43,273,711 |
| Accrued Income | 1,373,701 |
| Total Assets—Defense Fund | $ 73,341,981 |

### COMBIN FU

| | |
|---|---|
| Total Assets—Combined Funds | $111,604,013 |

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. The following is a summary of significant accounting policies:

Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting.

Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted periodically for amortization of premium and discount.

Depreciation—Fixed Assets are recorded at cost and depreciation is principally computed on the straight line method at rates calculated to prorate the cost over the estimated useful lives.

2. Contingent Liability

A judgment was entered against the International on April 20, 1973 in the amount of $806,093, plus costs. According to legal counsel, a motion has been filed requesting a verdict on behalf of the International, notwithstanding the judgment.

## FUND

### LIABILITIES, AND NET WORTH

| | | |
|---|---|---|
| Accounts Payable | $ 1,700,526 | |
| Accrued Expenses | 15,653 | |
| Total Liabilities | | $ 1,716,179 |
| Net Worth | | |
| Balance January 1, 1973 | 27,167,586 | |
| Add: | | |
| Excess of Income Over Expenses for the Year Ended December 31, 1973 | 9,378,267 | 36,545,853 |
| Total Liabilities and Net Worth—General Fund | | $ 38,262,032 |

## FUND

### LIABILITIES AND NET WORTH

| | | |
|---|---|---|
| Accounts Payable | | $ 22,365 |
| Net Worth | | |
| Balance January 1, 1973 | 77,999,772 | |
| Add: | | |
| Excess of Benefits Over Income for the Year Ended December 31, 1973 | (4,680,156) | 73,319,616 |
| Total Liabilities, and Net Worth—Defense Fund | | $ 73,341,981 |

## FUNDS

| | |
|---|---|
| Total Liabilities, and Net Worth—Combined Funds | $111,604,013 |

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

3. Retirement and Pension Plans

a. The International provides retirement benefits for employees of the International and the Building Corporation. Current service and interest on unfunded liability are funded annually based on advice of consulting actuaries. Prior service costs are fundable over a maximum of 15 years. At December 31, 1973 vested benefits exceeded the total of the retirement plan assets by $5,166,441, as calculated by independent actuaries.

b. The International also provides a pension plan for persons employed by affiliated organizations. Annual contributions to the plan are computed by actuaries and approved by the General Executive Board of the International. The computation by independent actuaries of vested benefits at December 31, 1973 was not completed at the date of this report.

EXHIBIT "B"

## INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D. C.
### CONSOLIDATED STATEMENT OF INCOME AND EXPENSES—GENERAL FUND
### FOR THE YEAR ENDED DECEMBER 31, 1973

| | | |
|---|---|---|
| Operational Income | | |
| Fees | | |
| Per Capita—Members | $43,397,807 | |
| Initiation | 1,207,968 | |
| Organizational | 125 | $44,605,900 |
| Other Income | | |
| ALA Rebate | 34,675 | |
| Sale of Supplies | 148,031 | |
| Miscellaneous | 82,134 | 264,840 |
| Total Operational Income | | 44,870,740 |
| Deduct: | | |
| Operational Expenses | | |
| Teamster Affiliates Pension Fund | 12,715,474 | |
| Federation of Chemical & General Workers Unions | 62,700 | |
| Organizing Campaign Expense | 6,533,311 | |
| National Master Freight Agreement | 596,703 | |
| Financial Aid to Subordinate Organizations | 9,900 | |
| Retirement and Family Protection Plan | 1,248,688 | |
| Administrative, Office and General | 6,159,660 | |
| Magazine—"International Teamster" | 1,854,733 | |
| Legislative and Political Education | 449,396 | |
| Public Relations | 1,505,659 | |
| Legal Fees, Expenses and Related Costs | 687,205 | |
| Judgments, Suits and Settlements | 226,500 | |
| Appeals and Hearings | 8,862 | |
| Divisional and Departmental | 3,527,882 | |
| National Headquarters Building | 1,099,258 | |
| Branch Offices | 32.517 | |
| Supplies for Resale | 87,354 | 36,805,802 |
| Net Income from Operations | | 8,064,938 |
| Add: | | |
| Financial Income—Net | | 1,291,624 |
| Total Operating Income and Financial Income | | 9,356,562 |
| Add: | | |
| Other Income | | |
| Gain on Foreign Exchange | 3,420 | |
| Teamsters International, Inc.—Net | 4.807 | |
| Defunct Affiliates Funds | 5,939 | |
| Rental Income | 5,750 | |
| Miscellaneous | 1,789 | 21,705 |
| Excess of Income Over Expenses for the Year Ended December 31, 1973 | | $ 9,378,267 |

EXHIBIT "C"

## INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA WASHINGTON, D. C.
### STATEMENT OF INCOME AND BENEFITS—DEFENSE FUND
### FOR THE YEAR ENDED DECEMBER 31, 1973

| | | |
|---|---|---|
| Income | | |
| Financial Income—Net | $ 5,053,741 | |
| Loss on Foreign Exchange | ( 2,102) | $ 5,051,639 |
| Benefits | | |
| Out-of-Work Benefits | | 9,731,795 |
| Excess of Benefits Over Income for the Year Ended December 31, 1973 | | $(4,680,156) |

**NOTE:** The notes accompanying the balance sheet are an integral part of this statement.

# LEGISLATIVE REPORT

### Safety First

## IBT Supports Bill to Increase Truck Weight, Length Limits

The International Brotherhood of Teamsters is supporting Department of Transportation legislation to raise truck weight and length limits while at the same time recommending that federal truck safety standards be strengthened.

R. V. Durham, IBT director of Safety and Health, testifying before the Senate public works subcommittee on behalf of Teamster General President Frank E. Fitzsimmons outlined safety standards which must be strengthened.

Durham suggested that the establishment of minimum horsepower requirements for power units of over-the-road trucks would go a long way toward decreasing rear-end accidents on interstate highways. He told senators that "one of the greatest dangers of interstate highways is rear-end accidents which are often caused by slow moving trucks."

The reason for that slow speed, he said, is insufficient power to haul heavy cargo.

Durham also said that the Department of Transportation needs to improve its standards for trucks in areas of braking capacity, tires, linkages and vehicle stability.

Also, the IBT Safety and Health director testified that there should be a maximum weight per tire in DOT regulations.

"Generally, there is a tendency on the part of many carriers to overload the two tires on the front or steering axle," Durham said.

"The trucking industry should be allowed to maximize its effectiveness and increase weights, and these proposals are among the best means of achieving that end," Durham said.

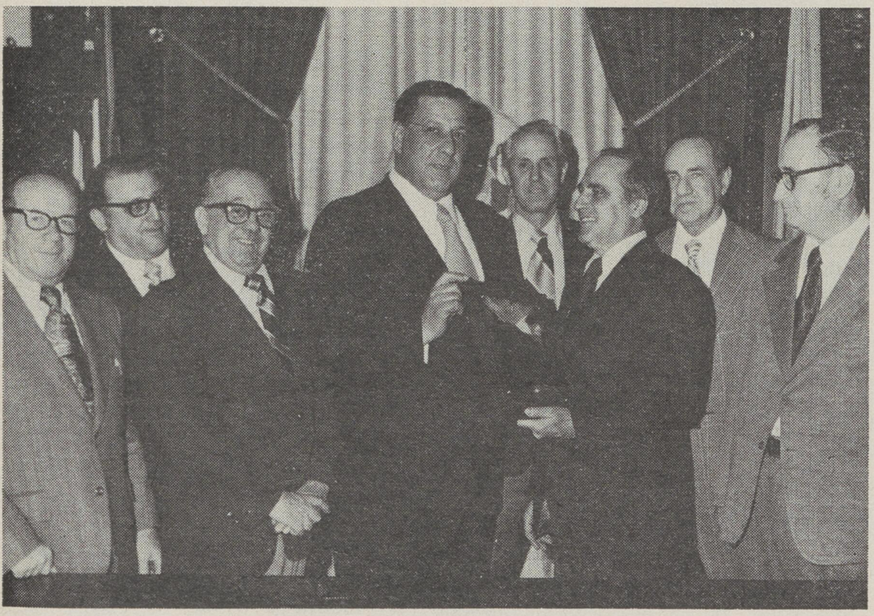
Durham also told subcommittee members that "perhaps the most important aspect of safety related to the operation of long haul tractor-trailers is the placement of the 'fifth wheel' which is the device used to couple tractor-trailer assemblages. Its placement will have a direct effect on many of the matters under consideration by this subcommittee.

"If the fifth wheel is placed too far forward on the tractor chassis, overloading of the front axle will result, and the unit will not only become more difficult to handle, but also the probability of front tire blowouts will increase.

"If a federal regulation specifies the exact location of the fifth wheel, we believe that a great many of the safety problems related to trucking would be solved," Durham said.

His testimony was in connection with the subcommittee's consideration of proposals to raise limits for single and tandem weights, gross weight, and length of trucks on interstate highways in an effort to save fuel by allowing more cargo to be carried per unit.

## Honorary Member



**Teamster Local 156 of Philadelphia, Pa., recently bestowed an honorary life membership upon Mayor Frank L. Rizzo. Shown at the presentation ceremony were Local 156 executive board members (left to right): Jack Cohen and Vito Gizzie, trustees; Pat Capanna, recording secretary; Mayor Rizzo; Louis Polites, secretary-treasurer: Joseph J. Papa, president; David Kaplan, vice president, and John J. Bono, trustee.**

## ● Oil Tax Vote

The House Ways and Means Committee in early April gave all but final approval to a tax law amendment that would raise taxes of oil companies in the United States by more than $16 billion over a 6-year period.

The committee planned to take a formal vote on the proposal in late April. If approved, the measure then would still have to be okayed by both the House and the Senate.

# LEGISLATIVE REPORT

### 6-to-3 Decision

## Supreme Court Rules Against Union Fee Waiver in Elections

The U.S. Supreme Court ruled in a split decision recently that it is illegal for a labor union to woo prospective members by promising to waive initiation fees for those who sign up prior to a representation election.

The 6-to-3 decision upset an earlier ruling by the National Labor Relations Board which had held that such a waiver by a union was legitimate. The NLRB had been upheld by two federal appeals courts in previous cases.

Justice William O. Douglas, who wrote the majority opinion in the case involving the Mechanics Educational Society of America and the Savair Mfg., Co., of Detroit, Mich., held that the waiver of initiation fees prior to the election gave the union a "useful campaign tool" that amounted to coercion.

In addition, said Justice Douglas, the waiver action allowed a union to, in effect, "buy endorsements and paint a false portrait of employee support during its election campaign."

A hearing officer for the NLRB had determined that the "small" initiation fee involved did not interfere with a free union representation election.

Justices Byron White, William Brennan and Harry Blackmun dissented from the Supreme Court bench majority. They conceded that a promise to waive initiation fees prior to a representation election was a "form of economic inducement" but that such a consideration by workers could only be "marginal."

Joining with Justice Douglas in the majority opinion were Chief Justice Warren Burger and Justices Potter Stewart, Thurgood Marshall, Lewis Powell and William Rehnquist.

### Chairman

**Chet Lind is the chairman of the Teamster Local 190 Retirees of Montana which was organized recently. Some 35 retirees already have joined the Billings-based retirement group.**

### Exam Guidelines

## DOT Awards Study Grant To Set Physician Manual

A $71,600 contract has been awarded to a research firm in Texas to develop a physician's manual establishing guidelines for doctors performing physical examinations on truck and bus drivers engaged in interstate and foreign commerce.

The award by the Department of Transportation went to the Southwest Research Institute in San Antonio, Tex. The manual was ordered on behalf of the Bureau of Motor Carrier Safety, a unit within DOT's Federal Highway Administration.

The manual will be based upon literature surveys, questionnaires, and personal interviews as related to certain portions of the Federal Motor Carrier Safety Regulations.

The objective is the development of precise criteria to aid physicians in determining a driver's fitness under the provisions of the safety regulations, also, the elimination of certain problem areas which have been identified by both the government and physicians as deterrents to prompt decision-making.

Robert A. Kaye, director of the Bureau of Motor Carrier Safety, said the bureau was well aware of problems faced by drivers, carriers and physicians in certain medical "gray areas," and added: "This contract will clearly specify the various aspects of the driver physical examination as related to his working environment, and it will provide the examining physician with information which will greatly reduce the confusion of previously borderline areas."

Southwest Research Institute, under terms of the government grant, will have 18 months to develop the manual.

### • Bulk Drivers

Bulk drivers employed by Witco Chemical Corp., a petroleum firm in Bradford, Pa., voted overwhelmingly for representation by Teamster Local 963 in a recent National Labor Relations Board election, according to John R. Guthrie, secretary-treasurer of the local union.

### Take Care In Siphoning Gasoline

**Car owners are warned that if they need to siphon gasoline from one car's tank to another that they should use a mechanical device rather than trying to do it by mouth and rubber tubing.**

**Officials of the Food and Drug Administration's poison control division point out that accidentally swallowing gasoline can cause nausea, vomiting and burning sensations in the stomach. Far worse, if gasoline is sucked into the lungs, permanent damage could result and lead to hospitalization or even death.**

**It is recommended that the motorist who plans to transfer gas from one car to another should best buy a mechanical siphon or a small gas pump. The devices are in supply at most auto and marine supply stores.**

# LEGISLATIVE REPORT

## Nixon Signs Minimum Wage Bill

President Richard Nixon signed into law a bill increasing the minimum wage by stages from the present $1.60 to $2.30 an hour.

The President commented that "raising the minimum wage is now a matter of justice that can no longer be fairly delayed."

For about 36 million workers covered under the Minimum Wage Law of 1966, the new amendments will provide an increase to $2 on May 1, 1974, with further increases to $2.10 on January 1, 1975, and $2.30 on January 1, 1976.

### Coverage Broadened

The bill also broadens the coverage by extending wage and overtime provisions to benefit another 7.5 million workers not previously covered, including all state and local government employees, most domestic servants, certain employees of chain stores, telegraph agency workers and others.

When the amendments take effect it will mean that 55 million American workers are protected by minimum wage standards.

Present during the signing of the legislation was Secretary of Labor Peter Brennan.

## Retires

**Mrs. Gladys M. Cormell, secretary of Teamster Local 171 in Roanoke, Va., retired recently after serving the local union 30 years. Mrs. Cormell was presented a plaque and a diamond-studded watch in recognition of her record .**

## Facing Unionism

# Report Claims New Laws Needed For College Labor Negotiations

"The very roots of higher education may be brutally torn up," claims an education report, unless new laws are legislated to cover the special nature of collective bargaining on the college campus.

Predicting continued heavy growth in the unionization of college faculties, the report adopted by the steering committee of the Education Commission of the States concluded that existing patterns of labor relations and the laws that shape them in both the public and private sector are unsuited to higher education.

### Five-Year Surge

It was estimated that between 1968 and 1973, the number of collegiate faculty members opting for some form of collective bargaining grew from 10,000 to 80,000—about one of every eight on a nationwide basis.

Some 315 campuses in 21 states have been struck by unionism, the report noted, with most of them being public institutions and about a third being 4-year colleges and universities.

While professing not to take a stand on the merits of collective bargaining, the tone of the 179-page document often reflected an attitude of panic at the prospect of unionized professors.

Referring to the rise of unionism among teachers in elementary and secondary education during the past decade, for example, the report commented: "The rapidity of the pace strongly suggests that the time for reaction to the phenomenon is limited."

### Economic Reason

Admitting that the reason for the growth of unionism among college teachers was an economic one in the main, the report declared that some colleges have been forced to close because of rising costs and declining enrollments.

The report was designed as a handbook for members of the Education Commission of the States, that is to say, college and university administrators, regents, and other policy makers.

A comprehensive view of federal and state laws concerning collective bargaining noted there was little in the law that was applicable to higher educational institutions. It was claimed that neither industrial labor relations or the civil service pattern of existing public employee laws were applicable to collegiate faculties.

## Gals Need Apprenticeship Program

Women need an apprenticeship program similar to that for minority youths in the construction trades, according to a recent research report made to the Department of Labor's Manpower Administration.

The report was based on a 3-year study and demonstration project in the State of Wisconsin. It was focused, according to the Manpower Administration, "on how to increase the number of women apprentices in the skilled trades and what to do about practices that discriminate against women in apprenticeship."

A major recommendation of the report was that a national program should be established "to reach out for potential women apprentices and give them 10 weeks of tutoring to help them pass apprenticeship entrance examinations in the various trades."

Other recommendations included enforcement of the equal employment opportunity act; removal of sex designations in the Labor Department's Dictionary of Occupational Titles; opening apprenticeship programs to high school girls, and efforts to build "affirmative attitudes in women applicants and exclude sex discrimination in labor contracts."

## • OSHA 'First'

The first U.S. government criminal suit brought under the Occupational Safety and Health Act of 1970 was against a Nebraska construction company for "willful violation" of the trench shoring standard.

## • Wage Statute

Massachusetts adopted the first minimum wage law for women and minors in 1912, according to the Department of Labor.

# Legislation, Politics, Government

### • FUND-RAISERS TURN SOUR

Both Democrat and Republican fund-raisers are finding that banquets to raise cash for Party coffers are turning sour. Response to such affairs is less than in the past. Usually the money gained from fund-raisers goes into financing congressional election campaigns. Some observers believe the money banquets will make a comeback when a new campaign-finance law goes on the books.

### • ELECTION RETURNS

The Senate voted 43 to 38 in favor of forbidding the disclosure of Presidential election returns until midnight Eastern Standard Time on election days so the outcome in western states would not be influenced by early returns from the eastern states. The vote came on an amendment to a campaign reform bill. However, the fate of the over-all measure is still much in doubt.

### • SUBVERSIVE PROBE

The new breed of terrorist organizations that has emerged in recent months has prompted Attorney General William B. Saxbe to order a new study of the Justice Department's role regarding subversive activities. Saxbe is having the Attorney General's list of subversive organizations scrutinized to determine whether it should be revised, The last revision was in 1955.

### • BANK LEGISLATION

Responding to a recent U.S. Supreme Court decision upholding the 1970 bank secrecy law which permits the government to require banks to microfilm every bank transaction by every American, two Senators have introduced legislation to protect an individual's financial records. The bill would prevent disclosure of private bank records to government officials without procedural safeguards.

### • PENSION BILL PROGRESS

Chairman Harrison A. Williams, Jr., of the Senate Labor Committee says his goal is to have a pension reform bill finally passed through Congress and at the White House for President Nixon's signature by July 4th. Both the Senate and House have passed the measure. Joint committee staffs are now ironing out minor differences. The final legislation was expected to go to a joint conference after the Easter congressional recess.

### • HEALTH INSURANCE

Congressional observers believe the prospect of getting some kind of national health insurance plan enacted into law either this or next year has brightened. The reason: Increased maneuvering by congressmen with the aim of getting agreement on a compromise. Organized labor, including the Teamsters Union, has supported the idea of national health insurance for years.

### • CONSUMER PROTECTION

The House of Representatives passed a bill to establish a Consumer Protection Agency so as to secure within the federal government effective protection and representation of the interests of consumers.

### • FINANCE TESTIMONY

Testifying before the House international finance subcommittee, Dr. Arthur Burns, chairman of the Federal Reserve Board, expressed hope that the rise in consumer prices would ease up later this year if food and petroleum prices decline. He added: "Realistically, we can hardly expect a return to general price stability in the near future."

# For Your Information

## Home Buyers Beware

There is a growing trend in the use of so-called escalator clauses by savings and loan institutions when issuing mortgages on home purchases.

Often the escalator is buried in very fine print and provides that the mortgage interest rate can be increased arbitrarily. A home buyer might, for instance, purchase a house at a 7 per cent interest rate on the loan—only to have his interest increased 1 per cent at a later date. The obscure escalator clause thus has the effect of adding several thousand dollars to the purchase price of the property.

An estimated 12,000 homeowners in Wisconsin have banded together to fight the escalator clause they did not know was in their mortgage contracts. All have either had their mortgage interest rates arbitrarily increased or the life of their mortgage extended several more years without being able to prevent it.

## Color TV Sets

Industry observers say that dealer shipments of color television sets are running as high as 15 per cent below the levels at the same time a year ago.

Generally, the sales skid in color TV sets is attributed to a sluggish economy. Nevertheless, it is having a drastic effect on manufacturers who depend on improved sales records to stay in business.

In a broad sense, television manufacturing today is figuratively ruled by two companies—Zenith Radio Corp., and RCA Corp. They control an estimated 45 per cent of the market.

## Beef Problem

Steadily growing profits enjoyed in recent months by cattlemen are turning to heavy losses, prompting experts to forecast less beef and higher prices.

Placements of young cattle in feed lots for fattening are down 20 per cent from a year ago, according to the Department of Agriculture. Meanwhile, cattle already on feed are down only four per cent from last year.

The significance is that an over-supply of fat cattle is waiting to go to market. Cattle being moved out are going at losses of more than $100 a head.

## Walnut Valuable

Hardwoods, becoming increasingly rare, are similarly becoming increasingly valuable to the point that a farmer near Seattle cut down an old walnut tree and sold it for $12,000.

Black walnut particularly has become rare and is greatly desired for being sliced into veneer to cover pianos and other pieces of quality furniture.

Musical instrument makers as well as railroads rely on hardwoods as do manufacturers of sporting goods. Plastic substitutes, though imitating the real thing very well, are less desirable in these areas.

## Barbed Wire Village

Leisure Village, a private community housing mostly retirees near Lakewood, N.J., has decided to ring itself with barbed wire to keep out intruders specializing in home-breaking and pilfering of automobiles.

Leisure Village houses about 4,000 people. Residents have been complaining in recent months about youths climbing the 6-foot high chain-link fence that surrounds it.

## TV Set Safety

The Consumer Product Safety Commission says that in about a year it will impose mandatory rules on the design and manufacture of television sets.

The move has been prompted by a survey made last year which revealed that two persons were electrocuted and 14 others died in fires caused by faulty television sets.

Furthermore, since last June some 140,000 color sets have been taken off the market by manufacturers because the sets were potential fire or shock hazards.

**A nationwide survey by the Institute for Social Research of the University of Michigan discovered that more men (59 per cent) than women (54 per cent) approved or strongly approved of women's liberation.**

## World's Oldest Song

Interpretation of a cuneiform tablet unearthed 20 years ago in Syria has led scholars to believe they have deciphered the world's oldest song.

Until now the oldest piece of music in notated form was a fragment of Greek papyrus dating from the fourth century B.C. The latest discovery is dated at about 1800 B.C.

The significance of the find is that scholars have always believed that Western music originated in Greece, but the cuneiform tablet now places the origin of notated music in the ancient Near-Eastern civilization.

## ● Ransom Insurance

Ransom insurance is one of the newest and most expensive policies that can be bought on the insurance market as a result of recent kidnappings in the United States and abroad.

No insurance firm is trying to publicize its ransom policies and some act so confidential about it that they avoid saying whether or not they offer ransom coverage. Insurance companies are receiving most of their inquiries from rich individuals and from corporations which have top executives working in foreign countries.

The price of ransom insurance is very high. One broker said a 1-year policy for $1.5 million covering only a handful of top executives that travel overseas has a price tag of $300,000. At that, the company will pay only 90 per cent of each ransom up to the policy limit.

## ● Hammerin' ($) Hank

"Hammerin' Hank" Aaron's pursuit of home run records means a lot more than balls over the fence to the Atlanta/LaSalle Corp., a Chicago-based holding company that owns the Atlanta Braves which sports Aaron in the line-up.

Atlanta/LaSalle expects Aaron's bat to spawn millions of dollars in commercial advertising profits over the next five years.

"As a starter," noted *Business Week* magazine, "Atlanta/LaSalle planned to fly some 90 investment bankers and business editors to Atlanta for (the Braves') home opener." Awaiting the big money guests was a company pitch to attract investment.

## ● Collegians and Jobs

Reports from college campuses indicate that graduates this June will have a better job outlook facing them than in previous years.

Especially being sought by employers are graduating engineers and accountants, according to the College Placement Council. Also in demand are business administration and finance graduates.

## ● Yo-Yo Origin Hazy

The origin of the Yo-Yo—the toy variously described as a "recuperative top" or "bidirectional top"—is unclear.

Though long believed to have originated in the Philippines where it was used as a hunting weapon, there is now evidence that the Yo-Yo was manufactured and sold in England in the late 18th century; it was known as a "bandalore" or "quiz."

The first commercial production of the toy in the United States was in 1867 when a German immigrant began marketing his "Patent Return Wheel." It enjoyed only a modest popularity.

It wasn't until the 1920's, when Donald F. Duncan trade-marked the name "Yo-Yo," that the toy really reached is heights of popularity. In nearly 40 years of production, the Duncan Co., sold more than 100 million of the toys.

The record spin in distance for a Yo-Yo is more than 200 feet. Some students at the Massachusetts Institute of Technology early this year built a 26-inch Yo-Yo of two bicycle wheels, connected it to an aluminum finger powered by a motor, and spun it down the side of a 21-story building.

**A physician in Los Angeles, Calif., tried to deduct payments to his children for answering the phone at home, but the Tax Court would not go along. The court ruled that "children normally answer the family home telephone."**

## ● Energy Studies

Colleges and universities are rushing to establish new energy-related courses for students and the trend is being accelerated with government and private financing for energy research.

As one college official put it, energy studies will be more significant in the 1970's than was space in the 1960's because the energy shortage pervades all areas of society. As the price of energy goes up, more people will become interested in it.

## ● Credit Card Explosion

Records show that Americans now are making more than 630 million bank credit card transactions a year.

The amount of money involved in 1973 was $14 billion, an increase of about a third over the previous year.

It is estimated there are now more than 65 million bank credit cards in circulation, also about 6 million travel and entertainment credit cards for which holders pay an annual fee.

Simultaneously, credit card theft has increased. Losses due to theft run about $150 million to $300 million a year.

## ● Natural Energy

The National Science Foundation estimates that within 50 years more than a third of building energy needs in the United States will come from the sun.

Structures will be equipped with plastic, glass and metal collecting devices to trap sunlight and use its heat for space and water heating as well as operating air-conditioners in the summer. Solar energy already is a thriving business in Australia.

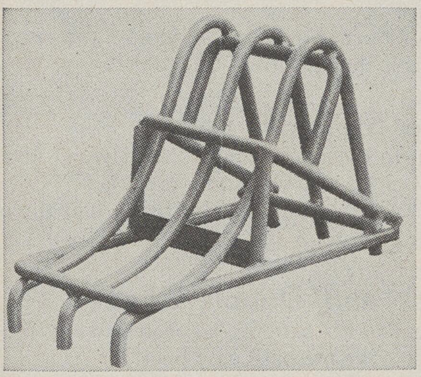
The NSF further estimates that wind power could supply 1.5 trillion kilowatt hours of electricity per year by the end of the century; that is the same amount of electricity generated by the nation's utility companies in 1970.

## ● Economic Forecast

Roy Ash, director of the Office of Management and Budget, predicted in early April that the nation's economy would improve during the second quarter of this year and continue improving during succeeding quarters into 1975.

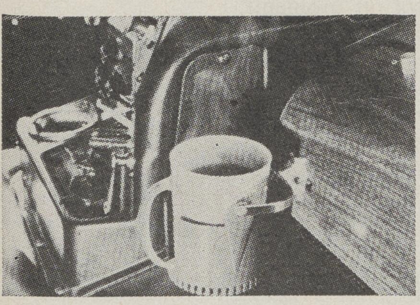
Ash attributed the first-quarter 1974 economic decline at an annual rate of more than 5 per cent to the energy situation which affected automobile production and other industries related to auto transportation.

# WHAT'S NEW



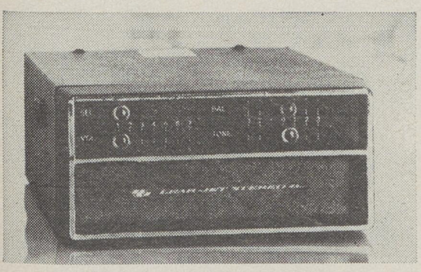
## Wheel Chock

A patented design assures you of positive chocking says the manufacturer of this wheel chock. The unique ramp construction uses the weight of the vehicle as a locking brake to prevent rolling. If the vehicle starts to move, the steel cleats across the ramp lock the tire to the chock, converting forward force into a downward pressure. The tire can't turn, the chock can't slip, the vehicle can't move.



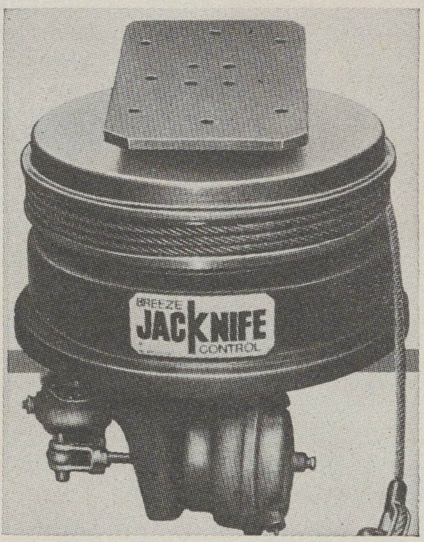
## In-Cab Mug

A self-leveling beverage holder for truck cabs has been announced. The mug-size bar buoy comes with two mounting clips. They can be screwed into different locations and the holder switched from one to another.



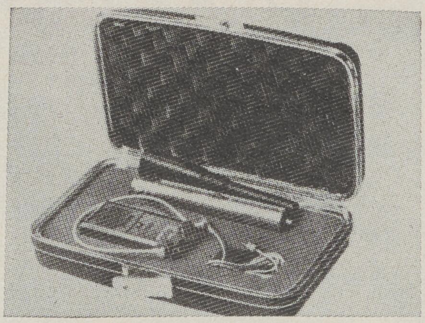
## Stereo Tape Player

Solid state tape player introduced with the professional trucker in mind. Both positive and negative ground with mini-dimensions to fit into anyone's cab. Volume, balance, tone, and channel control with headphone jack. Thirty watts peak power, and free anti-theft slide bracket included.



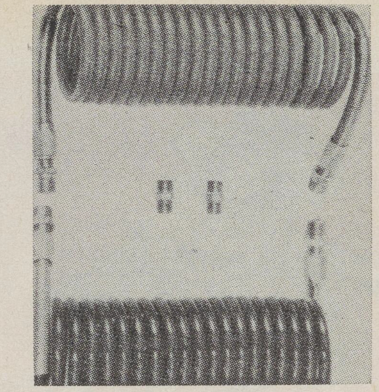
## Jacknife Control

A jacknife control unit for keeping rigs straight on the road has been manufactured. The unit consists of a braking mechanism, a cable reel and cable, and a heavy steel mounting plate. It is bolted permanently to the steel support beams or frames on the underside of the trailer. It is connected, through an auxiliary air line, into the trailer airbrake system, which actuates it whenever vehicle brakes are applied.



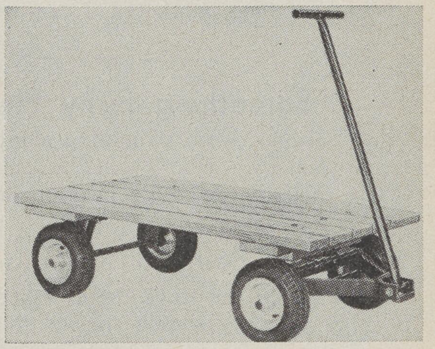
## Leak Detector

An electric leak detector has been developed which its manufacturer claims has the capability of locating leaks with as little as four pounds per square inch difference between atmospheric pressure and the flow of air or gases in vacuum or pressure lines. Practical uses for the unit are numerous: detection of leaks around doors, windshields, pressurized cooling systems, vacuum and pressure lines, tanks, hoses, etc.



## Air Brake Tubing

A coiled nylon air brake tubing has been announced. The coils have a standard working length of 12 feet and come boxed in pairs of red and blue. The kit includes four ½ × ½ inch and two ½ × ⅜ inch male connectors.



## Wagon Truck

A new line of wagon trucks has been introduced. Nineteen models are available in hardwood or steel frames with capacities ranging from 1,500 to 4,000 pounds. Other features include choice of mold-on or demountable rubber-tired wheels, large cold-rolled steel axles and semi-steel axle brackets.

*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**

# LAUGH LOAD

### Really Percolating!

This guy is being discharged from a mental hospital and tells his nurse: "You see, with my M.D., I can always be a doctor. I also have a Ph.D., so I can be a professor instead if I want to."

"Wonderful," gushed the nurse. "You certainly have nothing to fear from the outside world!"

"That's right,' agreed the departing patient. "And if neither of those work out, I can always be a teakettle!"

### Something Fishy Here!

Two sardines were swimming along when a submarine went by. "What's that?" asked one.

"Oh, that's a can of people," replied the second.

### A Pointed Rejoinder

In the diner, the truck driver asked the waitress: "Is it okay to eat french fries with fingers?"

"I suppose so," she said, "but I've never seen any french fries with fingers!"

### Getting A Real Lift

The little old lady was on her first trip from her farm to the city. "I won't pay good money for a pigsty room like this . . . and so small!" she protested to the bellboy.

"Please lady!" protested the bellboy, "this isn't your room. This is the elevator!"

### No Stomach For It!

Said the man to the panhandler: "No, I won't give you a quarter, but I'll buy you some breakfast."

"Forget it," replied the bum. "I already had three breakfasts, trying to get a quarter!"

### Check and Double-Check

The doctor called his patient and protested angrily: "That check you gave me has come back!"

"So what?" replied the patient. "So has my arthritis!"

### Hairline Decision

The would-be hippy son finally had his long hair cut. He was asked, "How much weight did you lose in that operation?"

"About 185 pounds," replied the shorn scion. "It got my father off my back!"

### Dead Right!

The worried patient said to the M.D. attending him: "Doc, the other doctors seem to disagree with your diagnosis of my problem!"

"I know," said the medico. "But the post-mortem will prove I am right!"

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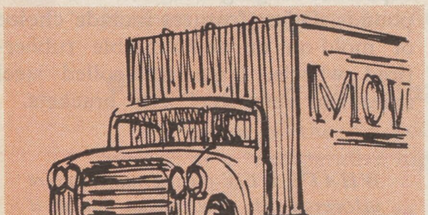
## MOVING? *Let Your Local Union Know!*



**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

NAME........................................................................................

NEW ADDRESS.............................................................................

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City State Zip Code

OLD ADDRESS..............................................................................

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City State Zip Code

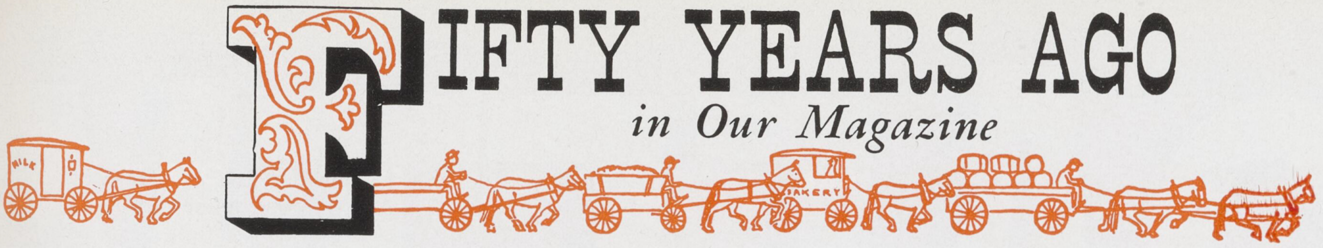
LOCAL UNION NO.........................................................................

LEDGER NO..................................................................................

(If unknown—check with Local Union)

NAME OF EMPLOYER....................................................................

**Give this form to your Business Agent, Job Steward or mail to your Local Union Office.**



# FIFTY YEARS AGO
## *in Our Magazine*

VOL. XXI *(From the April 1924, issue of the TEAMSTER)* NUMBER 4

## Will Teapot Dome Probe Be Blocked by Ancient Trick?

THE expected has happened—out from nowhere comes the news that "the people are weary of Teapot Dome."

When a probe gets "hot"; when it strikes pay dirt, then the cry is heard, "The people are tired of the mess; let us stop; this hurts government."

The rogues in high places do not think of government until they fear exposure.

The daily press quotes one well-known steel manufacturer that "Teapot Dome is hurting business."

This manufacturer, who sold defective armor plate to the government, does not explain how publicity of wrong can injure business.

The people are merely told that it does. No reason is given. They are expected to take up the cry.

They are supposed to believe that their jobs will be affected, or that the public will spend less money if a group of brave senators expose crookedness, graft, purchased influence and private exploitation of natural resources.

To be classed with the "somebodies" of the moment is to repeat, parrot-like, a weariness of congressional probes.

In the circles affected, ridicule and boredom is quite the proper attitude today.

This is carried along by the waterboys of privilege—its press, its moralists, its editorial writers, its cartoonists, its movie films, its devotees, its secret agents and its open defenders.

In time a hostile public atmosphere is created. The populace unconsciously accepts this cheap cynicism, this disloyalty to country, and the champions of the people are shoved aside while the thieves escape with the loot.

This is the psychology that privilege is now attempting to "put over" on the people. The trick has been worked time and again.

The present situation recalls this statement by a magazine writer, several years ago:

"Every time I have followed the crooked politician it has led me to the back door of a respectable business man."

Organized labor insists on the widest publicity and the most complete probe where it is hinted that wrong exists.

This policy injures no honest man and it strengthens our government.

Publicity will not harm honest business, though stock jugglers, exploiters of the people's resources and "hurething" financiers may be affected.

No man will eat less food, or build less houses, or harvest less wheat, or manufacture less shoes because thieves in high places have been uncovered.

## Strikes Worth the Cost

Oh, juniper berries! Here we have the good old National Association of Manufacturers out again. They're telling all about the horrific cost of strikes once more. Strikes in 1923 cost $703,839,575, say the National Association of Manufacturers' figure wizards.

This is all very pitiful. What expensive business it is. The satisfying of the human demand for justice surely does cost money. Money is the only medium that the National Association of Manufacturers understands. That's why it counts strikes in terms of dollars. That's why it forgets that strikes are agencies of progress, that they keep bosses from swinging the lash, that they give children more and better food, and grown-ups more freedom, better wages, better homes and a better chance to think and grow wise.

Strikes have not cost America anything. Strikes have returned profits beyond price to America in the shape of better men, women and children.

We have the most self-reliant people in the world, the freest, the most aspiring, the most determined to remain free and to gain still more betterment. Strikes helped make them so.

Strikes have cost nothing. They represent human determination invested so as to return dividends of progress and enlightenment.

* * *

*The sooner the workers, who desire better conditions, make up their minds to organize and stay organized, just that much sooner will they realize their dreams.*

## MALDEN, MASS.

The local coal teamsters' union gathered in Morgan's East hall Thursday evening for their annual banquet and upwards of 150 were seated about the festive board while Fitzpatrick Bros. catered an excellent dinner.

Following the dinner Ald. Lucey introduced Patrick J. Powell as toastmaster and Col. E. E. Locke of the Locke Coal Co., Guy V. Cate of the Malden Coal Co., and Supt. R. C. Batting of the Locke Coal Co. were called upon for remarks and responded briefly by complimenting the teamsters on their faithful efforts and the success of the companies which resulted from their work. The chief speaker was John M. Gillespie, New England, organizer of the Teamsters' Union, who spoke on the work of the union in general. John Fenton, business agent of Local 68 of Boston, also spoke.

## Trust Hides Profits

New York.—Wall street says that President Wood of the woolen trust has again concealed big earnings which made it possible for him to "clean up" in the stock market.

It is now shown that the trust's net profits last year were $6,660,212 after depreciation, taxes and other funds were cared for. It has also been discovered that the $4,000,000 added to special reserve last year came out of the earnings of that year.

These immense profits do not seem to satisfy the trust. Only recently it announced price increases next fall for certain lines of goods.

# SAFETY

THE
FIRST
ORDER OF BUSINESS
ON
ANY
JOB
!

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

MAY 1974

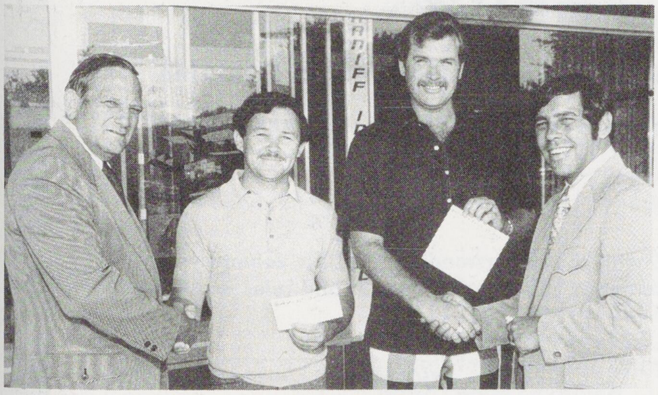
MEET THE PRESS

## Fitzsimmons Meets the Press

See Page 10

## Job Site Safety Seminar

See Page 11



## $12,828 Backpay Award

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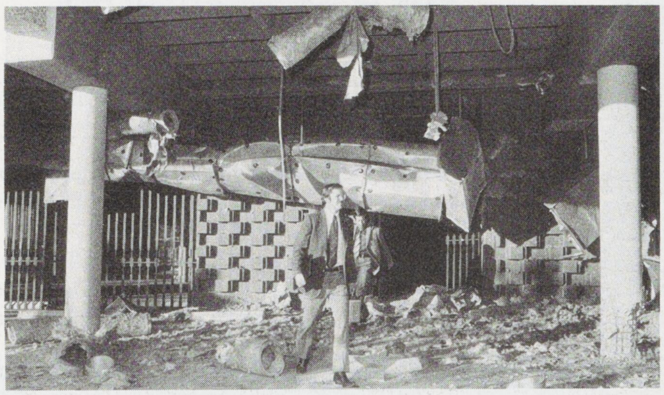

## WCT Headquarters Bombed

See Page 16

Dear Reader:

With just the flick of the pen you can have your wages frozen and prices allowed to rise. On the other hand, you can change this picture. Yes! you do have an alternative.

You can elect public officials who represent the working people of the United States. If you don't, the vested interests can cut your wages, alter collective bargaining agreements and change your way of life.

By taking YOUR pen in hand to write a check to DRIVE you get peace of mind in knowing that working men and women are rallying their collective political strength through DRIVE to fight back against anti-unionism whipped up by labor's enemies. Every little bit helps.

# JOIN DRIVE NOW!!!

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I am contributing the sum of $5.00 to DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

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A copy of our report filed with the appropriate supervisory officer is (or will be) available for purchase from the Superintendent of Documents, United States Government Printing Office, Washington, D.C. 20402.

# LABOR NEWS IN THE HEADLINES

**WASHINGTON, D.C.** The Labor Department's Bureau of Labor Statistics has just begun publication of data on workers of Spanish origin. A new population survey shows that 3.6 million of the six million persons of Spanish origin 16 years and older are in the work force. Nearly two-thirds are in blue collar and service work.

**UNDATED** The government anticipates that cost-of-living clauses will move to the top of union bargaining proposals. Recently negotiated agreements increasingly provide adjustment for higher living costs. Surprisingly, the Labor Department says a record 600,000 non-union workers are covered by escalator clauses as well as four million union members.

**TOKYO, JAPAN** Japan's biggest strike in years ended in mid-April with transport workers gaining a 30 per cent pay increase. The walkout lasted three days.

**RICHMOND, VA.** A federal district court judge ruled that the General Electric Co. policy of withholding sickness and accident benefits from pregnant women employees violated the Civil Rights Act of 1964. Judge Robert R. Merhige, Jr., said the policy constituted sexual discrimination.

**UNDATED** Several right-to-work states in the south have begun a new tack to lure industry: They are picking up the tab to train workers for jobs in new plants already encouraged to locate with long-term tax write-offs. Alabama has trained 8,000 workers in the past two years. North Carolina does it a bit differently, offering to underwrite on-the-job training.

**STOCKHOLM, SWEDEN** A new law in Sweden provides that there must be safety stewards in all places of work where at least five people are employed, Additionally, plans for new plants must be inspected and okayed by safety engineers before construction can begin. When the plant is completed, it must undergo another safety inspection before operation starts.

**NEW YORK CITY** A New York newspaper chided sports writers who bemoaned the "lack of loyalty" shown by three Miami Dolphin football players who jumped to the new World Football League. The newspaper asked which sports writer would remain faithfully at his job if another daily offered him a 300 per cent wage increase?

**WASHINGTON, D.C.** The U.S. Supreme Court refused to recognize a local union organized to represent a 50-member police force assigned to the court. Court officials cited a 1962 presidential order that, while encouraging union activity by federal workers, exempted security units where "national security requirements and considerations" were involved.

**ATLANTA, GA.** A radio announcer in Atlanta apologized to his listeners for the lack of sports news and explained that United Press International newsmen were on strike because they were underpaid, adding that the sports wire "looks like the janitor wrote it."

**WASHINGTON, D.C.** W. J. Usery, Jr., director of the Federal Mediation and Conciliation Service, says there exists a potential for "grave trouble" in contract negotiations during the remainder of 1974—unless negotiators for both labor and management "temper" their positions.

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

***The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.***

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**Volume 71, No. 5** **May 1974**

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*Appears as 'Meet the Press' guest*

**Seminar Held by IBT Safety and Health Department** 11
*First of four sessions takes place in D.C.*

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### The Boycott:
### Its History
### And Future

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**Editorial material should be addressed to:**
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# FROM THE FIELD

### OLD-TIMER RETIRES IN MICHIGAN

Jimmy Clift, a long-time member of Teamster Local 337 in Detroit, Mich., retired recently to wrap up a career in the Teamsters that spanned more than 37 years.
Clift had served as vice president of the local union from 1959 onward.

### TENNESSEE MEMBER HAS BOOK PUBLISHED

James Parrette, a member of Teamster Local 984 in Memphis, Tenn., recently had a book published by Vantage Press, Inc. The book is titled, "The Locket." Parrette has been a member of Local 984 since 1958 and is employed by the Kroger Co.

### ILLINOIS PRESIDENT CALLS IT A DAY

Guy Long, president of Teamster Local 916 in Springfield, Ill., has decided to retire after holding the job for 25 years. Long was honored with a retirement banquet attended by nearly 500 friends and colleagues.

### CINCINNATI RETIREES HAVE 'GOING' CLUB

The Retired Teamsters 20-Year Fellowship Club Inc., less than two years old, now has about 600 members in the Cincinnati, O., area.
Among the benefits provided members are a drug program, optical program and a legal program—all providing specialized services at considerable saving to the member.

### KENTUCKY DRIVER AIDS GIRL SCOUTS

Richard Clark, an over-the-road driver who is a member of Teamster Local 89 in Louisville, Ky., received a special "thank you" recently for assisting the Girl Scouts in a fund-raising drive based on newspaper collection.
Clark solicited the use of a truck from his employer, Middle States Motor Freight, and volunteered to drive the rig in the newspaper collection which netted eight and one-half tons. Proceeds of the fund-raising financed a trip for 20 Girl Scouts to observe the Kentucky state legislature in action.

### BROTHERHOOD AWARD GOES TO SIMPSON

Robert T. Simpson, recording secretary of Teamster Local 743 in Chicago, Ill., recently received the award of the Chicago Conference of Brotherhood at the organization's annual brotherhood banquet.

### RETIRED TEAMSTER NOW IS REVEREND

When Howard Wilcomes retired after being a member of Teamster Local 560 in Union City, N.J., for 30 years, he decided to go into the ministry and became a pastor for the Community Church of God in North Bergen, N.J.
Now, the Rev. Wilcomes has made a "return" to the trucking industry and serves as a part-time chaplain for the A-P-A Transport Corp., where he works as a human relations counselor.

### DON PETERS NAMED TO MANPOWER UNITS

Don Peters, president of Teamster Local 743 in Chicago, Ill., recently was appointed to city and state manpower council posts.
Gov. Daniel Walker of Illinois appointed Peters to serve on the Governor's Advisory Council on Manpower. Chicago Mayor Richard J. Daley appointed Peters to serve on the Chicago Manpower Training Council.
Both councils are concerned with helping to match job-seekers with jobs through various types of training projects.

### ECT REPRESENTATIVE TAKES RETIREMENT

Richard C. Bell, one of the first organizers appointed to the Eastern Conference of Teamsters when it was established in 1953, has retired.
Bell, a former business representative for Teamster Local 639 in Washington, D.C., was considered one of the foremost experts in the nation on freight and trucking.
Bell became an administrative assistant to the director of the Eastern Conference in 1970.

### TEAMSTER BOXER WINS AAU CROWN

Danny Hermosillo, a member of Teamster Local 452 in Denver, Colo., won the bantamweight boxing title in the regional Amateur Athletic Union matches held in Denver recently. The victory for Hermosillo makes him eligible to compete in the National AAU tournament at Knoxville, Tenn., this June. He hopes to join the international amateur team for matches against fighters from the U.S.S.R. and Israel. Hermosillo is a driver for Globe Rendering Co.

### OHIO SAFE DRIVERS FETED AT LUNCH

One hundred and twenty-five drivers for Fisher Foods, Inc., of Cleveland, Ohio—all members of Teamster Locals 400 and 407—were feted at a lunch sponsored by the company in honor of the drivers' safe records on the road. Paul Vitonis headed the award list with a record of 32 years of safe, accident-free driving.

### OKLAHOMA DRIVER ENDS 25-YEAR CAREER

Isaac C. Bowman, a long-time member of Teamster Local 886 in Oklahoma City, Okla., retired recently after driving 25 years for Yellow Freight System.
Bowman received several awards through the years, including one for working 108,781 hours without an accident. He served the union as a shop steward.

### NYC LOCAL LOSES VICE PRESIDENT

Charles F. Volk, vice president of Teamster Local 812 in New York City since 1936, died recently. Volk's death ended a life of 60 years in the labor movement.

# OBSERVATIONS of the GENERAL PRESIDENT

PEOPLE PROBLEMS are the most ignored commodity in America today.

At a time when national problems abound, we seem to have reached an impasse, neither being able to establish legitimate national goals nor do we seem to have the will to do so.

The seriousness of the situation is evident, I believe, in the fact that inflation runs rampant in the country, the housing industry is in shambles, a national health care plan has been wallowing in the Congressional morass for years, our energies are in ever increasing short supply, and the list goes on and on.

The need for mass transit in this country was evident long before the energy crisis hit us. Yet, there is no visible evidence that this desperate need is being provided for.

Just recently, I sent a letter to the Congress calling for federal standards in workmen's compensation. Organized labor has been calling on the Congress for this needed reform for the past 20 years, and we are still waiting.

Farm workers cry out desperately for inclusion of their collective bargaining affairs under the provisions of the National Labor Relations Act, from which they have been excluded since 1935. Despite the desperate need, nothing happens.

Public opinion polls show that the Congress is in lower disregard in the public's mind than it ever has been. The public truly has lost faith in the ability of the legislature to attack and solve the problems.

I wonder if the fault lies entirely with the politicians. It may well be that the public has stopped demanding results from the politicians elected to legislate and lead.

We in the Teamsters have always maintained that public participation in the political process is a dual responsibility. First, qualified public officials must be elected. And, secondly, lines of communication must be maintained so that the public desire and need is articulated to those officials.

Considering the scope of national problems, it would seem that the mail from the folks back home to the politicians should be flowing in unheard of volume, demanding that the Congressmen and Senators gather themselves together for the good of the nation.

Truly, we live in a national vacuum of legislative leadership. And, when the elected officials refuse to lead, the alternative is for the people to lead the politicians.

I believe the American public has failed in that regard. For too long the politicians have been left to their own devices, instead of the devices of the people.

Letters to Congressmen and Senators are particularly effective during an election year. So, if you have a concern or a gripe, I would suggest that you make demands on your elected officials. It is time Americans took a hand in their own destiny.

Frank E. Fitzsimmons

**Teamster general executive board is shown in session during its recent quarterly meeting, held in Dallas, Texas. Board members implemented several restructuring resolutions during the four-day meeting.**

# General Executive Board Meets

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting early this month in Dallas, Texas.

In addition to regular housekeeping chores, the general executive board took further steps to restructure the union to meet the needs of the membership. Previously, the board members had approved of the establishment of a Department of Safety and Health and Department of Organizing at the International Union level.

At the Dallas meeting, the board members restructured both the International Union's legal and legislative departments.

While previously, the International Union had depended upon lawyers around the country to provide legal services on retainer, the board voted to remove those attorneys from retainer and to set up a fully-staffed, in-house legal department.

Present plans call for the hiring of lawyers specializing not only in labor law, but also specialists in dealing with various government agencies which have regulatory authority over areas affecting the welfare of the membership.

In another action, the general executive board unanimously adopted a resolution to abolish DRIVE Ladies Auxiliary, its local chapters, and to terminate all officers and employees of these units.

During debate on the resolution, board members stated that while the DRIVE Ladies Auxiliary chapters had served an important purpose in the past, recent experience has shown a general trend of duplication of effort.

Both General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller gave comprehensive reports on the activities of their respective offices to members of the general executive board.

Board members also heard reports from the legal and legislative departments.

General President Frank E. Fitzsimmons receives a gift of the history of the Fitzsimmons family from John S. Lyons, secretary-treasurer of Teamster Local 36 in San Diego, Calif., during a banquet ceremony.

# Construction Division OK's Pipeline Proposal

PROPOSALS for a new National Pipe Line Agreement were adopted by the policy committee of the National Division of Building Material and Construction Drivers in an annual meeting at San Diego, Calif., in mid-May.

Nearly 100 members of the committee unanimously approved the proposed contract improvements after extensive discussion. The current National Pipe Line Agreement expires this July 1st.

Thomas H. Owens, director of the Teamster division and chairman of the meeting, said negotiations on the new contract would begin immediately.

The 3-day meeting was highlighted with a banquet address by General President Frank E. Fitzsimmons who noted that it was the first time in several years that he had addressed the delegates "when the construction industry has not been under the thumb of the Construction Industry Stabilization Committee."

Adding that he did not know whether to congratulate the Teamster representatives or offer his condolences, he commented that it had been an uphill struggle for organized labor ever since Congress passed the Economic Stabilization Act which spawned the CISC among other bureaucratic creations.

The law was ill-conceived in the beginning, said Fitzsimmons, and "was lacking because it controlled only wages and prices and did not control other forms of income."

Fitzsimmons said that now that controls are off, one can get almost unanimous agreement that they did not work—"but one will have little luck in getting agreement on what must be done now."

Acknowledging that the pressure is now on union representatives to win contract gains that will enable the membership to keep up with ever-spiraling prices, the General President suggested that negotiators fall back on time-tested trade union policies to solve their problems.

The General President also discussed in detail the AFL-CIO boycott of grapes and lettuce grown and harvested by Teamsters Union members, commenting: "I am sure none of you ever thought you would see the day when labor would ask the consuming public to boycott union products; that is what is happening now."

He said the Teamster farm worker situation should be the concern of all the more than 2.2 million members of the International Brotherhood of Teamsters, because the "farm workers are not second-class members of our union."

"We will give them the same kind of support," said Fitzsimmons, "that we give in a freight strike, a warehouse dispute, a construction hassle, or any other area of conflict where we represent workers."

In conclusion, said the General President, whatever the problem facing the union "I've never known Teamsters to duck a challenge or run away." He added, "We always achieve our greatest successes when we are operating from a posture of traditional trade union philosophy."

Jesse Carr, secretary-treasurer of Teamster Local 959 in Anchorage, Alaska, told the delegates some details of the problems facing construction of the Alaska pipeline which will be an all-union job.

The 800-mile pipe will have to be constructed in temperatures ranging

George Mock

Tom Owens

Dick Crowther

Jesse Carr

Tony Capone

Morris Less

from 90 degrees above to 65 degrees below zero, pushed through mountain ranges and over tundra 200 feet deep, angled through solid granite, and will require a lot of tank and dock construction.

The project is the largest industrial construction job ever privately financed in the history of the United States. The original cost was set at $5 billion but undoubtedly will go much higher. When going full tilt, some 18,000 men will be working on the task with about a third of them Teamsters.

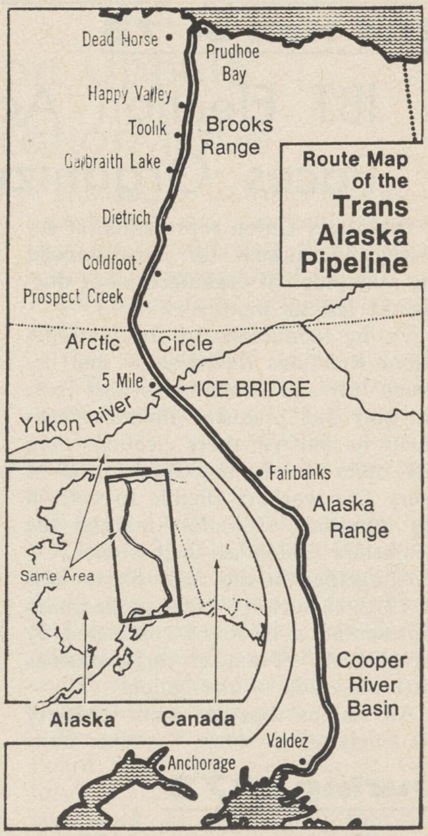
Carr urged the delegates to warn their memberships against going to Alaska to try and get a job on the project. Alaska citizens, if qualified, get first crack at the work, he said. Alaska state officials also urged workers to not immigrate to Alaska to seek pipeline employment unless they definitely have a job committed by an employer.

Other speakers included IBT Vice President George E. Mock of Sacramento, Calif.; Harry Hine, director of labor relations for Ralph M. Parsons Co.; Terry Bumpers, Teamster secretary to the CISC, and representatives from the Area Conferences: Tony Capone (Eastern), George Suttles (Southern), Dick Crowther (Central) and Morris Less (Western).

Several delegates reported on conditions in their areas of jurisdiction, dealing mostly with contract policing, strike activity, anti-union campaigns, and job productivity. The delegates also discussed standardizing job classifications for contract purposes.

## In Alaska

# Teamsters and Craft Unions Sign Pipe Project Agreement



**The Teamsters Union along with construction craft unions has signed an agreement with the Alyeska Pipeline Service Corp., to build the 800-mile Alaska oil pipeline illustrated in this route map.**

Teamster Local 959 of Anchorage, Alaska, is among the craft unions that have signed a project agreement with the Alyeska Pipeline Service Corp., for construction of the trans-Alaska oil pipeline.

Completion of the agreement means the multi-billion-dollar construction job will be all-union. Settlement followed five months of negotiations.

The pipeline, to be 800 miles long and 48 inches in diameter, will have an initial capacity of 600,000 barrels a day when the first phase of the project is completed and in service, about mid-1977. The capacity can be increased with the addition of pumping stations. and terminal capacity, to two million barrels a day.

The oil will be transported from the Prudhoe Bay field, where it was first discovered in 1969, to markets on the U.S. West Coast. The pipeline will terminate at Valdez, an ice-free port in southcentral Alaska. The oil will be transported from there in marine tankers to refining centers on the U.S. West Coast.

Contruction workers will be employed under the terms of the project agreement. It is anticipated that about 9,100 workers will be required in this season and that number will be increased to 14,200 at the peak of construction the second season. The work force will reach about 18,000 in the third season.

However, both employers and unions have warned workers not to start off for Alaska without the assurance of jobs in advance. Otherwise they may find themselves stranded.

About 1,200 workers, already assigned in remote construction camps in connection with a winter resupply and camp expansion program in preparation for construction, were reassigned to work directly related to the initial phase of the pipelines project—construction of a 360-mile road from the Yukon River to Prudhoe Bay.

The road will be used later to move men, supplies and equipment, during pipeline construction. The road construction is the necessary first facet of the project. About 3,000 construction workers will be employed on the road project. The road construction is expected to be mostly completed in this construction season.

Other construction work to be undertaken this season will include site preparation for the marine terminal at Valdez and for pump stations along the pipeline route, construction camp construction south of the Yukon River, and construction of access roads to material sites.

Pump station and terminal construction, and most pipeline construction, are to be completed in the second and third seasons of the project. Construction of each aspect of the project requires authorization from the state and federal governments. Authorizations have been received for the road construction and some related activities, but not yet for other construction work.

The trans-Alaska pipeline service "Project Labor Agreement" includes provisions which guarantee that there will be no work stoppages or lockouts during the term of construction and provides machinery for the resolution of all disputes, including a specific provision for the resolution of jurisdictional disputes.

The agreement also recognizes the special government requirements applicable to the trans-Alaska pipeline system, as well as containing unusual provisions recognizing the obligation to give priority to the hiring of Alaska residents and of minority groups, especially Alaskan natives. Alaskan wage scales and fringe benefits are recognized.

The project agreement also makes uniform most working conditions in recognition of the fact that employees will be housed together in the most remote areas of Alaska.

# STATE OF THE UNION

**2nd Half of '73**

## IBT Election Activity Paces Organized Labor

Teamsters Union representation activity and success far out-distanced the remainder of organized labor during the last six months of 1973.

Voting tabulations by the National Labor Relations Board show that between July and December of last year, not only did Teamster affiliates participate in and win more elections than any other union, but almost one of every five workers eligible to vote in the hundreds of ballots marked the Teamsters Union as their choice.

Altogether in the final six months of 1973, there were 4,005 single-union representation elections conducted by the NLRB. Teamster organizations were on 1,263 of the ballots.

All unions together won 1,946 of the single-union votes. Teamster units accounted for 624 of the wins.

In other words, affiliates of the International Brotherhood of Teamsters were represented on nearly a third of the total number of single-union ballots; likewise, they accounted for nearly a third of all the union victories.

There were 74,967 workers eligible to vote in the units won by all unions in single-union elections during the 6-month period. A total of 14,007—or nearly 19 per cent—cast their votes for Teamster organizations.

Counting all elections, including 2-union votes and multi-union ballots, the Teamsters came out on top in 680 elections and gained a total of 19,685 members.

## Teamsters Skyrocket In January

**Teamsters Union affiliates, based upon National Labor Relations Board records of single-union representation elections, must have been setting off skyrockets last January.**

**NLRB statistics reveal the Teamsters excelled their own election activity and success for that month beyond any other month for the past several years.**

**Teamster local unions took part in more than 34 per cent of the total of 596 single-union elections in which all unions participated. Teamsters won nearly 39 percent of the 285 such ballots won by all unions organizing in the field.**

**Of the 10,070 employees eligible to vote in units won in all single-union election victories, the Teamsters accounted for 1,927—or nearly 20 per cent—of the total.**

**During 1973**

## Teamsters Out-Distance All In White Collar Organizing

Affiliates of the International Brotherhood of Teamsters out-distanced all other unions in the land during 1973 in terms of white-collar organizing.

A compilation of National Labor Relations Board elections and results by the Bureau of National Affairs, Inc., a private organization, showed the Teamsters continued the trend of recent years by:

—Participating in the most elections among white-collar workers.

—Winning more white-collar elections than any other union.

—Gaining more new white-collar members in winning elections than any other union.

The Teamster achievement during 1973 was even more remarkable when it is considered that BNA researchers found that while there was an overall increase of election activity for the year, both the total elections won by organized labor and the number of employees affected moved downward generally.

Teamster affiliates took part in 265 white-collar representation elections and won 142 of them for a mark of nearly 54 per cent. Bargaining rights were gained for 2,480 office and clerical workers.

The international union that was runner-up to the Teamsters in the 1973 statistics could do no better than winning 44 of 78 elections for a gain of 1,505 workers.

BNA pointed out that while NLRB statistics show almost the entire extent of organizing in private industry, they do not reflect organizing in elections conducted by state and other agencies or through other procedures. A few Teamster organizing wins involving white-collar workers were achieved by state and agency balloting.

NLRB records also do not reflect the sharp increase in the unionization of public employees, BNA emphasized, "which in turn appears to have aroused new interest in unions among employees in the private sector."

### ● Employment

The Employment Act of 1946 committed the government to take all practicable measures to promote maximum employment production and purchasing power.

## Three Units Gained In Arizona

Teamster Local 274 of Phoenix, Ariz., recently gained three new bargaining units—two by election and one by recognition.

John T. Blake, Local 274 secretary-treasurer, said National Labor Relations Board representation elections were won at Brunswig Drug Co., where the vote was 21 to 2, and at Jobbers Warehouse, Inc., where the ballot count was 12 to 8 in favor of the union.

Blake said the union won recognition at Sunnyside Mortuary, the first mortuary to be organized in Arizona, and has already negotiated the contract for the unit.

### ● Toy Victory

Employees of Children's Palace of America, Inc., a retailer of children's toys and recreational equipment at Pittsburgh, Pa., voted 13 to 9 for representation by Teamster Local 250 in a recent National Labor Relations Board election, according to Sam Montani, secretary-treasurer of the local union.

## Pension Plan Elects Phillips As Chairman

Wendell J. Phillips, chief administrator of Teamster Local 484 in San Francisco, Calif., recently was elected chairman of the Western Conference of Teamsters Negotiated Pension Trust.

Phillips succeeded Henry T. Ivers who has been in ill health. The pension plan is governed by a 28-member joint union-management board of trustees and covers an estimated 450,000 Teamsters Union members throughout the western states.

Phillips has been one of 14 union representatives on the board since 1961 and for the past five years served as co-chairman and secretary. He also is chairman of the Western States Representatives Retirement Plan and is on the policy committee of the Western Conference of Teamsters.

## Photo Firm Organized In New York

Employees of Wometco Photographic Services, Inc., in New York City voted overwhelmingly recently for representation by Teamster Local 966.

Dan Kapilow, Local 966 president, said the vote in the election conducted by the National Labor Relations Board was 45 to 13 in favor of the union.

Kapilow added that organization of the photo service firm had become a critical issue inasmuch as its non-union status created severe competitive pressure on organized shops.

## Piggly-Wiggly Pact Gained In Louisiana

Teamster Local 568 of Shreveport, La., recently negotiated its first contract for 170 warehouse workers employed at the Piggly-Wiggly Operators Warehouse, Inc., to end a 7-month strike.

William M. Hays, secretary-treasurer of Local 568, said the agreement was ratified by a large majority of the membership. Following the settlement, shop employees at the company voted for representation by Local 568 with a ballot margin of nearly 3-to-1 over an independent union.

### NLRB Ruling

## Teamster Position Upheld On Containerization Issue

The National Labor Relations Board has finally made a determination on the knotty issue of stuffing and unstuffing of seaborne containers—work claimed by both the Teamsters Union and the International Longshoremen's and Warehousemen's Union.

The Board sustained the Teamsters' traditional and historical jurisdiction of container work at terminals and other points removed from the docks; however, work done on the docks belongs to the ILWU.

In reaching its decision, the Board traced the evolution in seaborne freight-handling since 1960 when the ILWU, in its mechanization and modernization agreement with the Pacific Maritime Assn., permitted shipowners and stevedoring companies to introduce labor-saving devices in exchange for certain monetary considerations.

The so-called M&M agreement was significant because it represented a new approach to the problem of employee displacement as a result of technological change. The ILWU and PMA each gave a little and resolved their differences to reach a long-term benefit to both.

However, by the late 1960's use of containers and specially-designed ships to accommodate them became widespread, prompting the ILWU and PMA to create a supplemental contract.

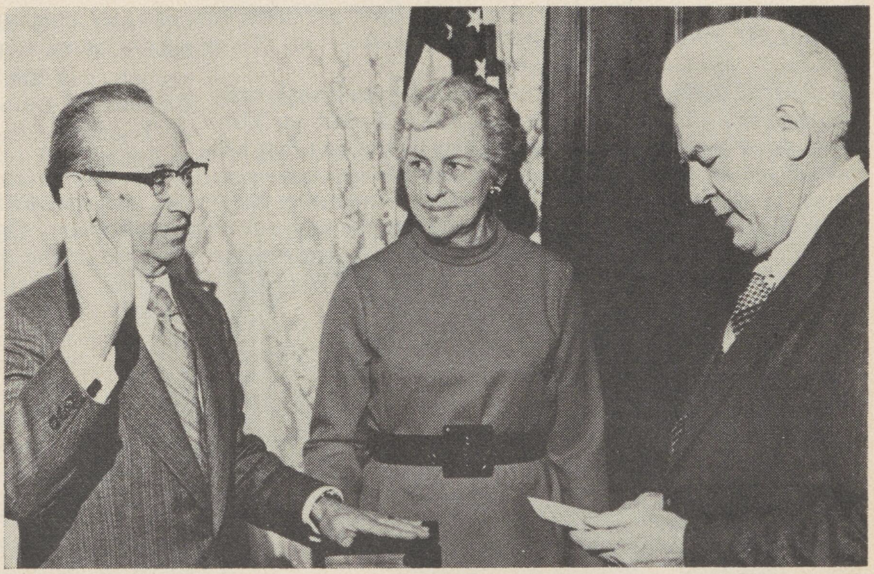
The supplemental agreement, the NLRB ruled, violated a ban on hot cargo agreements. Other sections of the law also were violated as an attempt was made to enforce the agreement.

Caught in the middle at the time was the California Cartage Co., which had established facilities away from docks and was utilizing Teamsters to stuff away from docks, and further utilized Teamsters to stuff and unstuff containers with merchandise from shippers or to consignees.

By way of settling the issue, the Board ruled that picketing of California Cartage by the ILWU to obtain work at such away-from-dock facilities was illegal and that the jurisdiction rightfully belonged to the Teamsters.

In like manner, the Board ruled that the same kind of work done on the docks was within ILWU jurisdiction.

## Labor Ceremony



**Secretary of Labor Peter J. Brennan (right) administers the oath of office to Abraham Weiss, former research director of the International Brotherhood of Teamsters, now Assistant Secretary of Labor for Policy, Evaluation and Research. Witnessing the ceremony is Mrs. Weiss.**

MEET THE PRESS

**Teamster General President Frank E. Fitzsimmons (right) is shown with Lawrence Spivak, moderator of the national television program "Meet the Press." Fitzsimmons was guest of "Meet the Press," May 12, 1974.**

### "Meet the Press"

# Fitzsimmons Expresses Views On National TV Program

*(EDITOR'S NOTE: Teamsters General President Frank E. Fitzsimmons was the guest of the NBC "Meet the Press" program Sunday, May 12, 1974. Below are highlights of Mr. Fitzsimmons' appearance.)*

ON PRESIDENT NIXON: Our general executive board and local unions did support him in the last election. The rightness of our decision was borne out by the fact that he was elected by the largest majority this country has ever known in electing a President. As far as supporting him today, I think Mr. Nixon is no different than any other individual. He should have his day in court, if it is necessary to have one. As of this moment, I would still support him.

ON MEMBERSHIP FEELING TOWARD THE PRESIDENT: As far as our membership is concerned, going by the polls that we take and the polls that we read, they are just the same as the rest of the American public. There is divided opinion as far as our membership is concerned. But above everything else, they want the man to have a fair shake, and they want his side of the story to be told to maintain the well being of this country.

ON THE PRESIDENT'S HANDLING OF THE ECONOMY: I think the president's direction came from the bad legislation that Congress gave him. I think if the Congress had given him better legislation, we may have had a different attitude toward the economy of this country.

ON AFL-CIO SUPPORT OF UFWU BOYCOTT: We have told the AFL-CIO Unions just one thing. We will support any and all true labor union objectives. But if they take a position against the International Brotherhood of Teamsters, they do not need to look for our support in the future.

ON MR. HOFFA: Mr. Hoffa and I have been together for 40 years. There is no question that I didn't approve of some of the things that went on in the trials of Hoffa. He was my personal friend then. As far as he is concerned, he has changed that attitude. But when he was convicted and went to jail, I thought of Jimmy Hoffa as a human being who was entitled to consideration. I repeatedly and intensely made visits over on the Hill both to the Senate and the Congress, talked to many influential people throughout the country trying to secure their aid and assistance in getting consideration for Mr. Hoffa.

ON INFLATION: I stand now as I did on the Wage Board and on the Labor Management Committee. I say to all people, not only in labor, but in management and production, 'be conservative as far as your thinking is concerned and let's work out this inflationary problem we have in this country. Then we will go from there.'

## DOT Action Follows IBT Testimony

The Department of Transportation has responded to the merits of Teamster testimony by proposing a new rule regarding tire safety.

Submitted by DOT's Bureau of Motor Carrier Safety, the proposed rule was printed in the *Federal Register* two weeks after R. V. Durham, director of the Teamster safety and health department, testified before the Senate Committee on Public Works.

Durham appeared as the representative of Teamster General President Frank E. Fitzsimmons and discussed in some detail the tendency of many carriers to overload the front axle. The result, he said, was an increased likelihood of front-tire blowouts.

"To correct this situation," Durham testified, "we would recommend a standard which requires maximum weight per tire." He said the Teamster view was that the weight should not exceed the manufacturer's rating for a particular tire.

The Bureau of Motor Carrier Safety's proposed rule reads: "No motor vehicle shall be operated on any tire which carries a greater weight than that specified for the tire at its measured cold inflation pressure."

Teamster affiliates desiring to comment on the proposed rule are requested to send their statements to R. V. Durham, IBT safety and health department director, who will then forward them to the Bureau of Motor Carrier Safety.

### ● Inspection

The Occupational Safety and Health Administration's inspectors have been directed to give special attention to plants which use toxic metal beryllium. Excessive concentrations of the metal in a work area are dangerous to the health.

### ● Recognition

Teamster Local 371 of Rock Island, Ill., recently gained recognition from Terminal Ice & Storage of Bettendorf, Iowa, to represent clerical workers in its office, according to Vernie H. Ervin, secretary-treasurer of the local union.

### Seminar Series

## Eastern Conference Delegates Study Job Site Safety, Health

THE TEAMSTER UNION's new Department of Safety and Health opened the first of four planned seminars in early May with delegates from New England to the Carolinas attending the 2-day session in Washington, D.C.

R. V. Durham, director of the S-H department, served as chairman for the event planned especially for affiliates of the Eastern Conference of Teamsters.

A welcome to the delegates was provided by Robert Flynn, administrative assistant to Teamster Vice President Joseph Trerotola, director of the ECT, who was unable to attend because the International Union's general executive board was in session at the time.

Several officials from the Occupational Safety and Health Administration (OSHA) were on hand to go into the educational aspects of the government program supported wholeheartedly by the Teamsters Union under the leadership of General President Frank E. Fitzsimmons.

Ed Mendenhall, an instructor at OSHA's training institute in Illinois, showed a film and provided background material on how the young safety-and-health law is being administered. He also discussed the organizational structure of the federal agency.

Employee rights and responsibilities under the law were discussed in detail as well as the question of making so-called walkaround inspections of work sites.

Paul Gilson, another OSHA training instructor, explained the implementation of various state safety-health plans, the organization and value of safety committees, and displayed photos of hazards commonly discovered in the workplace.

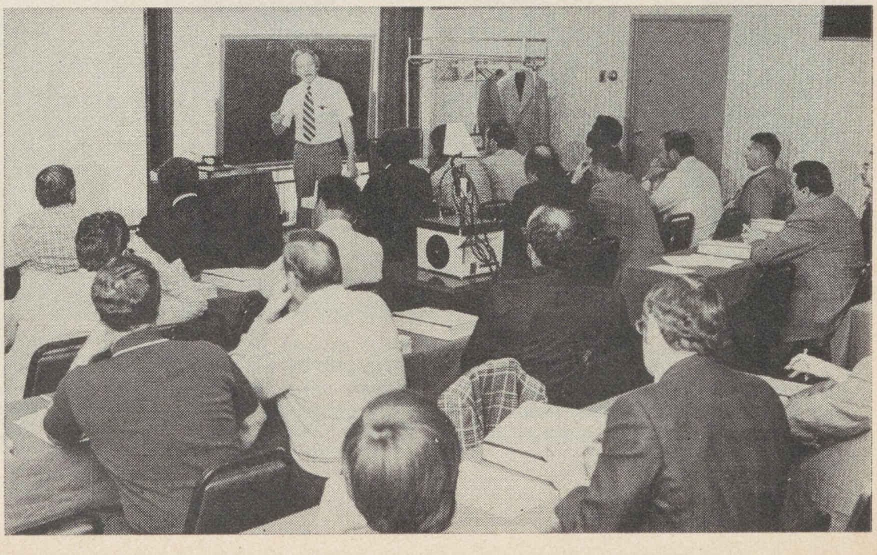
Richard McAndrew, chief of compliance for the Bureau of Motor Carrier Safety, and his deputy, Gary Curtis, also were on the program.

They outlined the relationship between drivers or their representatives and the BMCS. Their presentation was illustrated with photos of actual vehicle inspections and violations that were found.

Question-and-answer sessions followed the appearance of each speaker. Durham concluded the business sessions with comments on the need for a vigorous safety-and-health program on behalf of the Teamster membership.

The set of four seminars was scheduled to conclude with the Western Conference of Teamsters meeting in Los Angeles, Calif., June 10-11. Sandwiched between were seminars at the Central Conference of Teamsters in Chicago, Ill., May 13-14, and at the Southern Conference of Teamsters slated for Savannah, Ga., May 30-31.

**Ed Mendenhall, instructor at the Occupational Safety and Health Institute, is shown addressing delegates to the IBT safety and health seminar for the Eastern Conference of Teamsters, held recently in Washington, D.C.**



# SAFETY & HEALTH

**Final Estimates**

## Occupational Injury Survey Compiled by Labor Department

Workers continue to suffer injuries and illness on the job at an alarming rate despite advanced technology, according to a survey on the problem by the Department of Labor.

Final estimates of a 1972 survey of occupational injuries and illnesses show that, on the average, about one of every 10 workers suffered some kind of job-related injury or illness that year.

Altogether, there were nearly 5.7 million recordable work-related injuries and illnesses during 1972 in private, non-farm industries. The statistic excluded railroads, coal, metal and non-metal mining.

There were 5,500 fatalities on the job.

Manufacturing industries accounted for more than half the cases of death, injury and illness while constituting one-third of the employment.

Contract construction, with only about six per cent of the employment in the industries covered by the survey, accounted for about 10 per cent of all illnesses and injuries.

Other findings of the survey included:

—The highest incident rates were generally concentrated in units of 100-129 employees; units with less than 50 or more than 1,000 tended to have lower incidence rates than units in the mid-size classification.

—Only about 3 in 10 cases of work-related injuries and illnesses resulted in the loss of a workday.

—About 24.7 million workdays were lost during 1972—a loss of nearly 100,000 employee-years of work in addition to fatalities.

—Occupational injuries represented 96 per cent of the total cases; illnesses accounted for only about four per cent.

—Six of every 100 fatalities were due to occupational illness.

—An estimated 3 of every 10 establishments had at least one recordable occupational injury or illness. These tended to be large businesses and employed about 75 per cent of the workforce in the private non-farm sector.

## Community Service

TODAY!
Complete the unfinished work of Dr. King
SAVE THE WORKER
A Family
Complete the unfinished work of Dr. King
SAVE THE WORKER
A Family

**Teamster Joint Council 25 and affiliated local unions in Chicago, Ill., recently gave substantial financial help to "People United to Save Humanity" through purchase of fund-raising dinner tickets. Shown with the Rev. Jesse Jackson, president of PUSH, are IBT Vice President Ray Schoessling (left), director of the Central Conference of Teamsters, and IBT Trustee Louis F. Peick, president of the joint council.**

## Boston Cabbies Turn Back Raid Attempt

Members of Teamster Local 496 employed as drivers for the Checker Taxi Co., in Boston, Mass., overwhelmingly rejected an attempted jurisdictional raid recently by a rump drivers association.

Henry Yenovkian, president of Local 496, said the result of an election showed the membership heavily favored remaining with the Teamster local union.

Yenovkian expressed appreciation for assistance from IBT Vice Presidents Joseph Trerotola, director of the Eastern Conference of Teamsters, and William McCarthy of Boston.

### • In Pennsylvania

By better than a 2-to-1 margin, truck drivers and mechanics employed by Freeport Transport, Inc., of Freeport, Pa., voted for representation by Teamster Local 538 of Kittanning, Pa.

Raymond H. Baker, Local 538 secretary-treasurer, said 91 Freeport employees were eligible to ballot in the election conducted by the National Labor Relations Board. The vote tally was 57 to 25 in favor of the union.

### • Soft Drink

Workers employed by 7-Up Bottling Co., of St. Cloud, Inc., in St. Cloud, Minn., voted overwhelmingly for representation by Teamster Local 792 of Minneapolis, Minn.

Antonio Felicetta, secretary-treasurer of the local union, said 21 driver-salesmen, production workers and warehousemen were eligible to ballot. The count was 16 for the union and five against.

# STATE OF THE UNION

## Omaha Local Wins Ruling On Discharge

Teamster Local 554 of Omaha, Neb., recently won the decision in a discharge case involving Morrison-Knudsen Co., Inc., of Sutherland, Neb.

The National Labor Relations Board affirmed an administrative law judge's decision that the company wrongfully terminated Terry Harvey because of his protected, concerted activities in participating in a sympathetic strike against the employer.

Morrison-Knudsen, a general contracting, engineering and developing firm, was the successful bidder on a contract for the site-preparation phase of a power plant project. Teamsters and Operating Engineers were among the trades and crafts working on the project. When the Operating Engineers struck over the discharge of two of their members, three Teamsters—including Harvey—also walked out and left the project.

The company claimed the discharge was legal because Harvey's striking activities violated the agreement with the Teamsters. The judge, however, found that the contract did not contain either an expressed or implied no-strike understanding; thus, the sympathetic strike was not prohibited or in violation of the contract.

Morrison-Knudsen was ordered to cease the unfair labor practice and offer Harvey reinstatement and backpay.

## Lab Technicians Vote Teamster In Philadelphia

Lab technicians employed by the National Sugar Refining Co., in Philadelphia recently voted for representation by Teamster Local 107 in that city.

Lou Bottone, president of Local 107, said a contract was negotiated immediately for the technicians, most of whom are engaged in highly specialized work.

The unit includes bacteriologists, sugar analysts, and pollution control analysts. Their jobs require the equivalent of two years of college study in chemical engineering or on-the-job training in industrial chemistry.

## Teamsters Aid Vets

**Members of Teamster Legion Post No. 846 have been visiting Chicago area veterans hospitals to sponsor bingo games for the hospitalized men. Shown on one of the occasions are members of the post and hospitalized vets Robert H. James, Robert T. Woolington, Leonard Goldberg, Henry Cecka and Clifton Catching, Jr.**

### Driver-Salesmen

## Soft Drink Decision Won by Indiana Local

The National Labor Relations Board granted a motion for summary judgment in finding that Coca Cola Bottling Co., of Bedford, Ind., Inc., illegally refused to bargain with Teamster Local 135 of Indianapolis, Ind., certified representative of all driver-salesmen employed by the firm.

The employer attacked determinations made earlier by the administrative law judge, contending that the unit was inappropriately certified, that the election was not a free and uncoerced exercise of free employee choice, and that its objections to the election warranted a new hearing.

In the representation case, the NLRB regional director had found the requested unit of driver-salesmen to be appropriate and rejected the employer's contention that the smallest appropriate unit should also include certain other workers.

The Board denied the company's request for a review of the regional ruling and, in the subsequent election, all four eligible voters cast their ballots for the Teamster local union. The employer filed objections to the conduct of the election.

Coca Cola's request for a review was denied by the Board on the grounds that no new substantial issues were raised. Meanwhile, the bargaining unit was certified.

Bedford Coca Cola was ordered to cease the illegal activity and bargain with the union upon request.

### Benefits Extolled By Retiree

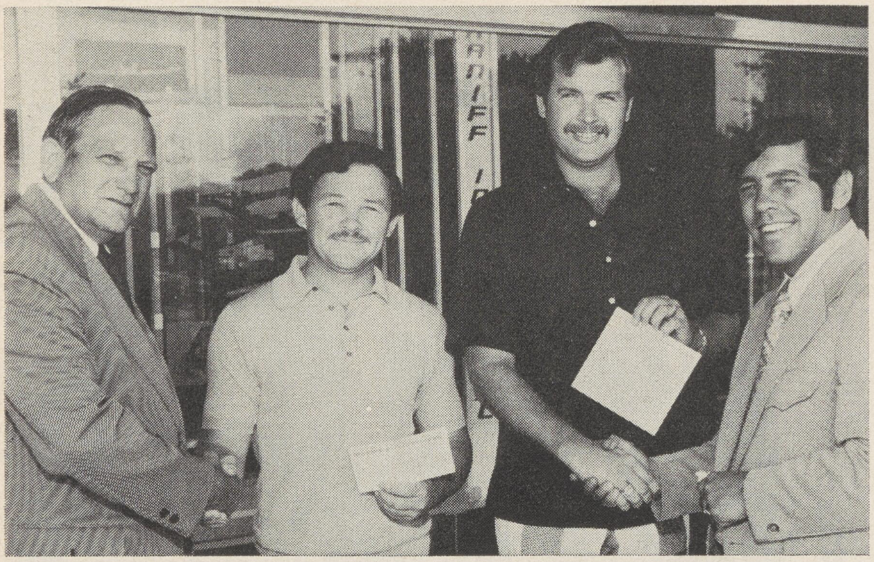
**Dear Bro. Fitzsimmons:**

**I wish I could impress on the younger members how much the fringe benefits mean to them when they need them. I had heart surgery in 1967 and had to retire afterward. I wish to thank all the Teamsters and Local 429 in Reading, Pa., for all their help and the pension checks I have received since then.**

**Fraternally yours,**
**L. C. Good,**
**Ft. Lauderdale, Fla.**

# STATE OF THE UNION

## $12,828 Backpay



**Two members of Teamster Local 19 of Dallas, Tex., recently received a total of $12,828 in backpay won in settlement of an arbitration case involving their employer, Braniff International Airways, in a firing case. Shown are (left to right): John T. Pierce, Local 19 president; Joe C. Trammell and Patrick C. Risinger, cargo servicemen with their backpay checks, and Marvin L. Schlinke, Local 19 secretary-treasurer.**

### Teamsters Help

## 'Puppy Love' Therapy Program Encourages Handicapped Kids

Teamster Local 458 of Detroit, Mich., is giving a helping hand to a new development in the treatment of handicapped childen.

Called the "Puppy Love" therapy program, it was inspired by the Michigan Humane Society and has contributed greatly to helping handicapped youngsters gain confidence in themselves. The confidence makes it possible for the children to adjust to their handicaps and accept psychological treatment.

Pete Hopkins, president of Local 458, said the local union is lending financial aid for purchase of equipment and educational materials needed for the project.

The Humane Society has been taking unwanted puppies to various schools for the handicapped and giving the children an opportunity to play with and touch the dogs.

Doctors and nurses who work with the children say this type of "touch psychology" has a tremendous therapeutic value.

"Everybody loves a dog and particularly a puppy, whose innocent love for children is well known," said Hopkins. "Just watch a little child with a little puppy. They automatically cuddle up to each other."

Hopkins said he had seen little crippled kinds who looked so pitiful—"but put them with a puppy and they seem to forget their ills and just want to play with that little doggie with the waggily tail."

Since the puppy-love therapy seemed to be working so well, said Hopkins, "if we can help in any way to make it work better, well, that's all we're trying to do."

The Local 458 support will make it possible for an expansion of the newly conceived program.

### ● In Pennsylvania

Over-the-road drivers and yardmen employed by Corry-Jamestown Corp., of Corry, Pa., voted overwhelmingly for representation by Teamster Local 649 of Falconer, N.Y., in a recent National Labor Relations Board election, according to Frank S. Harvey, secretary-treasurer of the local union.

## Lumber Case Won by Local In Ohio

The National Labor Relations Board ruled recently that Carter Lumber Co., of Springfield, O., discharged Michael Driscoll and restrained and coerced Driscoll and other employees, all in violation of the law.

The Board agreed with the findings of the administrative law judge in the case brought up by Teamster Local 654 of Springfield.

At issue was whether Driscoll was a supervisor within the meaning of the law when he was terminated, and therefore was unlawfully interrogated and threatened about his activities in behalf of the Teamster local union. It was found that Driscoll was a part of the bargaining unit.

Carter Lumber was ordered by the Board to cease the unlawful conduct and to offer Driscoll reinstatement and reimbursement for any loss of pay suffered.

### ● Kansas Win

By a margin of better than 9-to-1, some 14 warehousemen and checkers employed by Nash Finch Co., a grocery warehouse in Salina, Kan., voted for representation by Teamster Local 696 of Topeka, Kan., in an election conducted recently by the National Labor Relations Board, according to J. J. Glenn, Local 696 assistant business agent.

### ● Meat Drivers

Chicago area meat truck drivers have unanimously approved a new contract. The two-year agreement provides for substantial wage increases, and increased employer contributions to health and welfare and pension plans.

Approximately 1,550 drivers are covered by the agreement negotiated by Teamster Local 710.

### ● Carolina Win

Truck drivers and shifters employed by D. F. Lane & Associates, Inc., a Raleigh, N.C., transporter of alcoholic beverages, voted by a two-third majority for representation by Teamster Local 391 in an election conducted recently by the National Labor Relations Board, according to J. W. Lauck, Local 391 organizer.

## Iowa Retiree Writes Note To Fitzsimmons

**Dear Bro. Fitzsimmons:**

**I would like to express my thanks and appreciation to the Teamsters for the many favors I have received over my more than 30 years as a member . . . It has been a pleasure, in my many years as a union member, to know that I always had union protection for a fair deal, if I needed it. . . . I will always remember Teamster Local 218 of Burlington, Iowa, as tops in my book.**

**Fraternally,**
**E. L. Wire,**
**Burlington, Iowa**

## Bargaining Ruling Won At Boston

Teamster Local 25 of Boston, Mass., came out on top recently when the National Labor Relations Board granted a motion for a summary judgment in a case involving Metropolitan Petroleum Co., of Massachusetts in Chelsea, Mass.

The Board found the company violated the law by refusing to bargain with Local 25, certified representative of all dispatchers and clerks employed at the firm's Chelsea plant. When the employer failed to raise any new issues that were properly litigable, the Board granted the judgment.

Metropolitan Petroleum was ordered by the Board to cease the illegal conduct and to bargain with Local 25 upon request.

### ● Recapping

Employees of Commercial Tire, Inc., in Uniontown, Pa., voted for representation by Teamster Local 491 in a recent National Labor Relations Board election, according to John J. Burns, secretary-treasurer of the local union.

### ● Equal Pay

The federal equal pay law requires that men and women performing equal work must receive equal pay.

### Wrongful Firing

## Union Advocate Vindicated In Board Discharge Ruling

W. T. Grant Co.'s department store No. 789 in Johnstown, Pa., wrongfully terminated Albert A. Romanow because of his support for Teamster Local 110, according to a recent ruling by the National Labor Relations Board.

Upholding the administrative law judge's ruling, the Board discredited employer witnesses that Romanow resigned from his job and, instead, chose to believe the union advocate's statement that he was in fact fired.

It was noted by the Board that Romanow was a prominent in-house union activist during Local 110's organizing campaign among about 120 sales clerical workers at the Johnstown store.

Romanow signed an authorization card in full view of 30 employees, supported the organizing drive by statements to co-workers in the store, and managed to get posted in the ladies lounge a copy of a Board notice which the employer refused to post.

These acts, said the administrative law judge, made Romanow a prime traget for an employer "whose actions were colored by union animus established here by other evidence, including the employer's own admissions." Furthermore, the burst of union activity by Romanow took place within 10 days of his discharge.

The judge also noted that the empany unlawfully terminated Romanow because of his union activities, observing that it was highly unlikely he would have abruptly quit, as the employer contended, after five years on the job without at least some prospect of other employment with which to support his family.

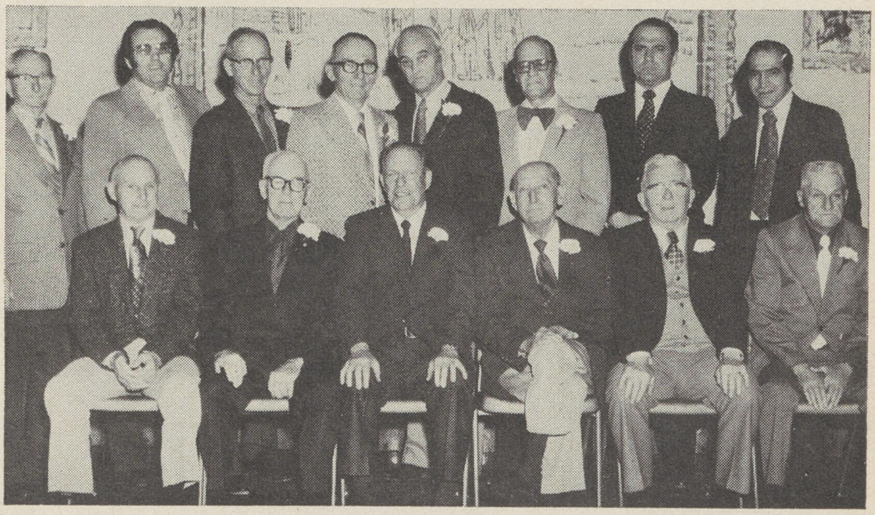
The judge also noted that the employer's assertion that Romanow resigned served its purpose in other ways than as a defense in the NLRB proceeding: By threatening the termination of a voluntary quit, the employer protected its experience rating with the state bureau of employment security.

W. T. Grant Co., was ordered by the Board to reinstate Romanow with backpay.

### ● Apprenticeship

The National Apprenticeship Act, establishing the Bureau of Apprenticeship in the Department of Labor, became law in 1937.

## 350 Years on the Job



**Members of Teamster Local 170 in Worcester, Mass., retired recently after amassing a total of 350 years on the job at P. Wajer & Sons Express Co., Inc., in Dudley, Mass. Shown with Local 170 business agents are (left to right): Front row—Stanley Poplawski, Joel Goddard, Charles Diggins, Joseph Wajer, Joseph Socha, Larry MacLachlan; Back row—Anthony Eczakowski, Business Agent Victor Nuzzolilo, Stanley Andrezejewski, Joseph Cierpich, George Topliff, Joseph Couture, and Business Agents Alfred Robinchaud and Ernest Tusino.**

# Miscellaneous

## Violence

### Teamsters' Western Conference Building Damaged by Bomb

Shortly after dawn of April 18th a bomb exploded at the rear of Western Conference of Teamsters' headquarters in Burlingame, Calif., causing an undetermined amount of damage but, fortunately, no personal injuries occurred.

Police and government bomb experts believe a plastic explosive was used. It was attached to or placed at the base of a steel re-inforced concrete pillar, one of several in an open area used to support the structure. Their estimate of damage amounted to $100,000 but it has yet to be determined whether any structural impairment resulted.

In a statement deploring the bombing, Gov. Ronald Reagan urged any person having information about this or other crimes to communicate their knowledge to appropriate authorities.

The building was untenanted when the detonation occurred at 6:08 a.m. Had the blast come some two or more hours later when the offices were fully staffed, a far more tragic situation could have resulted.

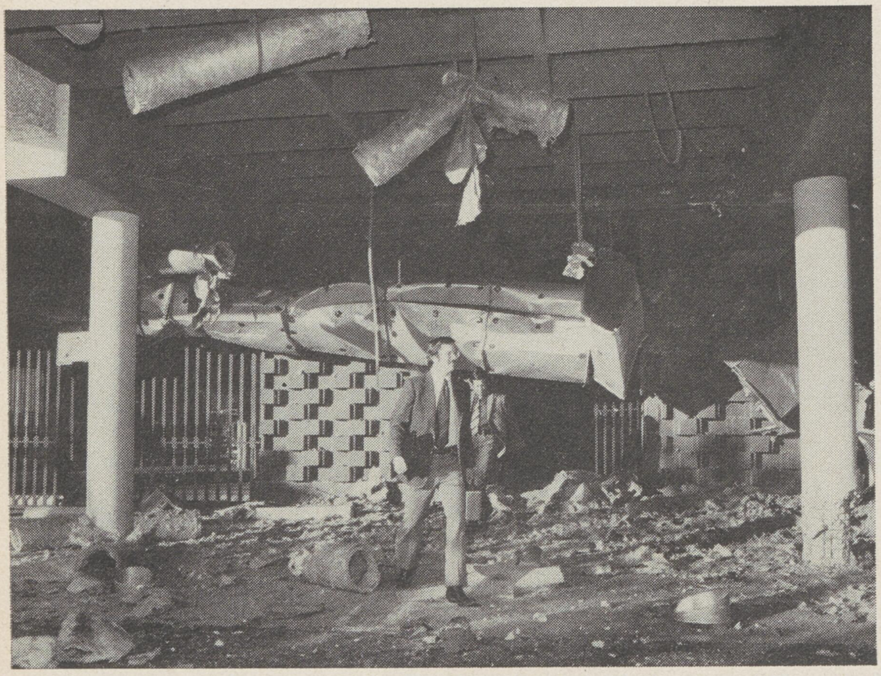
As it was, 22 huge plate-glass windows, all those on the rear and half-way along each side of the structure, were blasted from their frames. The glass splintered into countless pieces as it scattered about offices and corridors.

Heating and air-conditioning ducts, leading from the enclosed furnace area were torn from their strappings. Doors to the furnace room, located about 10 feet from where the bomb had been planted, were shattered.

The blast produced such a vacuum that it twisted out of shape thick doors located some 50 yards away. Its severity shattered several other large windows in an office building about 75 yards distance.

The explosion peeled off the outer concrete of the supporting pillar down to the steel re-inforcing rings, to a height of about three feet. It also dug a hole two feet in diameter and about 10 inches in depth into concrete at the base of the pillar.

Some damage to the interior of the 10-year-old structure occurred. In places portions of the sound-proof ceiling were torn from their anchorage and evidence of strain and stress were visible.



**Bomb experts are shown searching debris in Western Conference of Teamsters headquarters for evidence. Explosion occurred at base of pillar on right.**

Governor Reagan said:

"Fortunately this senseless act of violence occurred at a time when the building was not occupied, but that doesn't erase the fact that it was part and parcel of the increasing violent atmosphere that has been building in some sections of the country in recent months.

"I know that law enforcement officials will move quickly in an effort to identify and apprehend those responsible for this stupid act. The general public can help, too. If we are to stop this senseless violence, anyone having information about a particular crime should pass it along to the appropriate authorities. They may be assured that the source of the information will be kept strictly confidential."

## ● Soft Drink

Employees of the Coca-Cola Bottling Co., in Sikeston, Mo., voted almost unanimously for representation by Teamster Local 574 of Cape Girardeau, Mo., in a recent National Labor Relations Board election.

Gilbert Davis, president of Local 574, said 24 of the 25 ballots cast were in favor of the union. The bargaining unit includes drivers, salesmen, production and maintenance workers.

## ● Mechanics

Mechanics employed by Fort Edward Supply & Truck Co., Inc., and Mack Truck Co., Inc., of Fort Edward, N.Y., voted for representation by Teamster Local 232 in a recent National Labor Relations Board election, according to Frank Conrad, president of the local union.

## ● Unanimous

Technicians employed by ITT Arctic Services, Inc., in Anchorage, Alaska, voted unanimously for representation by Teamster Local 959 in a recent ballot conducted by the National Labor Relations Board, according to Jesse L. Carr, secretary-treasurer of the local union.

## ● Chicago Win

A dozen dockmen employed by Armour & Co., in Chicago, Ill., voted unanimously for representation by Teamster Local 710 in a recent National Labor Relations Board election, according to William D. Joyce, secretary-treasurer of the local union.

**The boycott began as a form of protest by defenseless farmers.**

**It became an effective, honorable tool used by organized labor and consumers.**

**Now it may be in danger of restriction as a perverted, destructive pursuit.**

# THE BOYCOTT

## —Where it came from
## —Where it is
## —Where it's going

CAPTAIN Charles Cunningham Boycott was a no-good rat.

He was such a rat that in less than 100 years his name has come down as a one-word description of a method whereby victims non-violently resist their victimizers.

"Boycott" had a hard-nosed beginning in Ireland.

Today in the United States, it is more of an economic term. It describes the situation in which people working in concert refuse to buy or handle a product.

Where originally the "boycott" was subversive in nature and emotional in action, today it is respectably defined in U.S. statutes outlining the national labor policy. The boycott is, at the practical level, a cool way to impersonally exert the will in resistance to an evil work situation.

Organized labor in America quickly learned the value of the boycott before the turn of the century. Not so long ago, the Teamsters—in a famous Supreme Court case—legally sharpened the boycott as the weapon it is today against unfair employers.

But that puts us ahead of our story.

Captain Boycott is where it all began.

He was a youth in his teens when something happened in Ireland that would catapult his name to infamy nearly 35 years later.

The event was the great potato blight of 1846-47 that resulted in terrible famine. It was such a devastating experience, from the standpoint of continuing personal tragedy and economic destruction, that the Irish immigrated to America in great numbers during the next 20 years.

There was something else that drove the Irish from their homeland: Helplessness before the landlords.

Because of the damaged potato lands, the owners of those lands suffered in their pocketbooks because of their inability to collect rents. Their answer to the problem was a wholesale transfer of estates to new owners with the primary aim of reducing the number of smallholdings, and to substitute grazing for tillage on larger, more consolidated farms.

Then, in 1879, the potato blight returned to Ireland. The bad harvests revived memories of the terrible famines. There seemed no way out for the tillers of the soil who were subject to the demands of the land owners for the rent. There was nothing with which to pay the rent.

Captain Boycott was soon to become prominent.

The son of a parson, Charles Cunningham Boycott had retired from the English army as a captain. In 1873, he had become the agent for the Earl of Erne's estates in County Mayo, Ireland.

The captain was ready in the wings when the downtrodden Irish formed what was called the Land League in 1879 at the height of the potato blight.

The Land League told Boycott that he must reduce rents. There was no response. In 1880, the impoverished members of the league made a concerted demand for a

25 per cent reduction in rents.

Captain Boycott was unmoved. His loyalty was to the ledgers of the Earl of Erne.

In September of 1880, Boycott began serving writs for eviction. The practice of eviction became widespread, and cottages were burned to prevent other poor tenants from occupying them as squatters.

There was one land owner who did not like what was happening—Charles Stewart Parnell. A member of the English parliament, Parnell addressed his sympathy to the Irish.

He urged the members of the Land League to avoid communicating—without resort to violence—with those who refused their demands for just relief. It happened that the tactic was first used on the flagrant Captain Boycott.

County Mayo became a society divided by an invisible line of silence.

The Parnell tactic of resistance was so successful that Captain Boycott had to hire 50 strangers from Ulster, working under an armed escort of 900 soldiers (a sizeable military unit for the time), to harvest the Earl of Erne's crops. Irish farmers watched silently.

County Mayo became a bare, smoking wasteland.

Within a year, Captain Boycott was figuratively driven away. He departed Ireland a much-hated man, leaving the legacy of a hated name.

Because the threatening silence of the Irish farmers had persuaded their neighbors against sowing or reaping the crops of greedy land owners, the "boycott" was early popularized as the description for any form of non-violent intimidation.

### Boycott Crosses the Sea

The idea of the boycott was one of the things the Irish did not have to pack in their baggage when they immigrated to America. Both the pain and the mirth of it was vivid in their minds as they crossed the ocean.

A great unionist named Eugene V. Debs was in the leadership saddle when the boycott was first used in the United States. He led a massive strike against the unfair Pullman Car Company in 1894.

Despite anti-strike injunctions by the score, the Debs-led walkout proved effective because of the support of the railway workers—a great majority of whom were Irish. The railway workers, perhaps remembering the potato "troubles" in Ireland, refused to handle the Pullman-manufactured sleeping cars.

America's industrial barons were so infuriated by the workers' inaction—before which they were helpless—that the government was cajoled into intervening. Federal troops smashed the strike.

But the success of the boycott, now in a changed form, was spoken of with awe.

Where before the boycott had been a matter of silent intimidation, now it was shaped into passive resistance through a refusal to work in a certain manner with certain materials.

A few years later, union hatters in Connecticut used boycott tactics to bring unfair bosses to terms. The union won the struggle despite the efforts of the employers to form an anti-boycott association.

As the trade union movement grew in the United States during the next 50 years, so did its tactical ability to cope with reluctant companies. Boycotts were used often by workers in collective bargaining stand-offs. Consumers were urged to "not patronize" certain products made by non-union manufacturers.

Organized labor gradually became quite sophisticated in the use of the boycott which it applied when other expressions of unionism, such as the strike, failed to achieve the objective.

Congress finally amended the National Labor Relations Act to make unlawful what is called a "secondary boycott" in union-management disputes. Among other prohibitions, boycotters cannot threaten, coerce, or restrain any person engaged in a business covered by the law.

Outlawing of the secondary boycott automatically revived, in the eyes of union leaders, the attractiveness of the so-called "product boycott" as exemplified by consumer picketing. The product boycott became more commonly used by labor. But, it too, would be tested, this time in a court.

### Apples and Free Speech

Ironically, it was again a farm situation that brought the product boycott before the judges. Only this time it was not potato fields but apple orchards. Instead of Irish farmers, it involved the membership of Teamster Local 760 in Yakima, Wash.

There was a big difference of opinion between the Teamsters and the Tree Fruits Labor Relations Committee, Inc., which served as the collective bargaining representative for apple orchard owners in Washington state. Bargaining talks ended when the employers forced a strike.

Teamster pickets began appearing in front of large supermarkets. They carried signs and distributed handbills requesting customers to refrain from purchasing apples grown and processed in Washington while the strike was in progress.

The pickets made no attempt to prevent customers or deliverymen from entering or leaving the store. Neither was there any request made of people to boycott the store as such, or to boycott any other products sold by the store.

Apple representatives filed a complaint with the National Labor Relations Board, charging an unfair labor practice.

The NLRB considered the case and finally ruled that the Teamsters had violated the Landrum-Griffin law. Local 760, with the encouragement and support of the International Union, thought it was right and appealed in court. A U.S. Court of Appeals reversed the NLRB which, thinking it was right, then made its appeal to the U.S. Supreme Court.

By now, the litigation had been given the name *Tree Fruits*. In April, 1964, the Supreme Court delivered its decision on *Tree Fruits* in favor of the Teamsters Union.

There was an all-American significance inherent in the *Tree Fruits* ruling. It was that product boycotts in which pickets merely inform the public of a specific labor situation—and urge consumers not to buy non-union products —are in keeping with the constitutional guarantees of free speech.

*Tree Fruits* was a decision that, while warming the hearts of trade unionists everywhere, must also have sent the ghost of Captain Boycott into further retreat.

### The Classic Boycott

The Teamster *Tree Fruits* victory, in a real sense, made legally possible what probably will go down in American labor history as the classic modern boycott of honest, effective proportions.

The boycott, which eventually stretched nationwide and embroiled thousands of people over a period of nearly two years, had a humble beginning in Texas.

Its origin was the attempt by the Amalgamated Clothing Workers of America (ACWA) to organize the sweat shops of the Farah Manufacturing Company, one of the nation's largest producers of men's and boy's trousers.

Farah, historically an anti-union firm, reacted to the appearance of ACWA organizers much as does any company that reaps high profits while paying substandard wages. It fired every worker who looked like he was even halfway interested in the union.

Farah lost the struggle right then but took another 22 months to topple over. The hearts of the 8,000 workers—many of them Mexican nationals or native Spanish-Americans not conversant with their rights—became immediately responsive to the union's appeals. A strike began.

It was a slow, bitter affair. When the company said it would forever bar its doors and never talk with the union, the ACWA took the proper course. It filed unfair labor practice complaints against the multi-million-dollar company with the NLRB. Meanwhile, the union fought a rearguard action against Texas officialdom allied with Farah.

Weeks turned into months and the ACWA decided a national boycott was the only resource left to fight Farah. Appeals were made. Unions everywhere, including the Teamsters, responded heartily. The boycott commenced.

Farah's plants kept operating throughout the months that followed but its position gradually eroded under the onslaught of the boycott. To try and escape the ignominy of its own brand name, Farah began marketing slacks and pants under newly created brand names—but to no avail.

Farah began to feel the bite in late 1973. It shut down three of its sweat shops. To make matters worse, the company lost the moral approval of the public eye when the NLRB upheld the union's complaint.

The government said Farah had pursued a policy of "flouting the law and trampling on the rights of its employees as if there were no law, no NLRB, and no Ten Commandments." Furthermore, Farah was ordered to reinstate the discharged workers and give them backpay.

The basic union success, however, was only a supplement to the success of the boycott. Farah's sales dropped 75 per cent in 1973. The company, which normally reaped millions in profits annually, suffered an $8 million loss that year.

Willie Farah, the president of the company, finally gave up early in 1974. He granted the ACWA union recognition for the 7,500 workers still on the job, calling the boycott "a harsh weapon."

Indeed it was harsh. The workers were behind it. It was meant to be, for that is the historic nature of the boycott.

### Measuring Boycott Success

Perhaps the best measurement of the success of the Farah boycott may be seen frequently today in pro-business publications distributed across the land.

Their ladled agony of the moment was almost predictable. Typical is the "labor commentary" that appeared in *Business Week* magazine early this April:

"Many businessmen are alarmed and are talking about congressional action to strengthen anti-boycott laws and close loopholes opened by the courts. A key manufacturing executive in the Southwest said recently that unless the boycott is banned, 'you'll have a lot more people working under union contracts.' As the Farah case demonstrated, employers able to withstand organizing strikes can be vulnerable to a massive boycott of their products."

Again, predictably, the tone set by *Business Week*, *Nation's Business* (U.S. Chamber of Commerce) and similar publications is being aped unashamedly by many daily newspapers.

The *Christian Science Monitor*, long considered a newspaper of high ethics, borrowed heavily from the *Business Week* commentary—often on a word-for-word basis—to produce a "news story" for its April 19th issue two weeks later.

The signposts indicate that clearly a national anti-boycott drive has begun. At the moment, it is centered in the belt of so-called "right-to-work" states stretching from the South to the Southwest where heavy industrial growth is made possible by corporate policies of low wages paired with state policies of tax write-offs for the corporations.

Farah's management, still smarting from total defeat, is encouraging the anti-boycott campaign in a manner that, while it may not be vindictive, is close to it.

The Farah people contend that the boycott had little impact on consumers in America. Instead, they say, it's real impact was on retailers. Of course, this view pretends there is no relationship between the consumer and the retailer—a patent absurdity.

It is expressions of this sort, in tandem with the old-line union-haters in Congress, that may help accelerate any effort to cripple the boycott with restrictive amendments to the National Labor Relations Act. There have always been such proposals lying dormant in the congressional hopper.

Such a move might be attempted in spite of the fact that government officials do not appear worried about the boycott as a factor in either collective bargaining or the national economic scene.

Peter G. Nash, general counsel for the National Labor Relations Board, recently characterized the boycott as a "kind of a last resort." William Kilberg, the Department of Labor's solicitor, has been quoted as saying that the boycott is "certainly not the wave of the future."

The boycott has come a long way in less than a century. Its record for combating injustice is honorable. When the injustice has been the greatest, the boycott has been the most vigorous and invariably succeeded.

### Boycott Degradation

While the Farah boycott was a classic affair resulting in complete success, there has been another form of boycott conducted spottily in recent years which has attracted attention far in excess of its fruition.

Yet, because of its unorthodoxy and its appeal to phony liberals anxious to support any fight from afar, it has become a running sore that threatens to scar the legitimacy of the boycott principle. The reference is to the mercurial farm worker movement in California which Cesar Chavez has led into a cavern of national misunderstanding.

Chavez took a handful of mistreated workers into the grape strikes in the mid-1960's when his tactic of bludgeoning growers into signing contracts failed generally. He had some limited success because growers were threatened with economic ruin if they did not sign agreements with him, even though the contracts covered people that Chavez did not actually represent.

When Chavez got enough of a toe-hold to create what eventually became the United Farm Workers of America, he then grasped the horns of the liberals' sudden awakening to the fact that there were distant farm workers living and working under miserable conditions.

Chavez twisted the horns. The liberals squeaked delightedly. They rushed to California to have their photos taken. *La Causa* blossomed. Chavez was emboldened to try the lettuce fields and when he was rebuffed, he resorted to a secondary boycott.

As the months wore on, farm workers initially attracted to Chavez found his leadership dictatorial and ineffective; others accurately concluded that he was not a trade unionist. Either way, workers began deserting him.

Meanwhile, it was clear that Chavez' methods were endangering the cogency of legitimate trade union programs. He was asking consumers to boycott products processed by members of Teamster local unions long established on the California farms and ranches.

When farm workers turned to the Teamsters for membership, they found bona fide collective bargaining for the first time. They also found they had a voice in their own affairs and increased earnings because they were at work instead of on strike.

Soon the lettuce boycott was failing badly. Chavez appealed to AFL-CIO President George Meany for help. By way of attacking an old foe, the Teamsters, and cultivating fairweather political friends, Meany began funneling money to Chavez in million-dollar lumps.

Those willing to observe and report accurately began noting the facts: The Chavez boycott was a bust; his organization was a haven for petty tyrants practicing their own form of violence against field workers; the Teamsters, using time-tested collective bargaining procedures, were winning the loyalty of the farm workers.

The Chavez boycott flopped. Unlike the Farah boycott, for example, it failed because it was not conducted in a coordinated, trade union manner. But most of all, the Chavez effort did not have the worker support necessary for success.

Meany stopped furnishing cash to Chavez. The AFL-CIO leader rested a few months and wiped away the taste of defeat. Then he succumbed anew to a desperation pitch designed by Chavez to preserve the remnants of his shrunken organization. Let's give it one more go, said Chavez, lettuce *and* grapes at the same time!

Meany agreed, but only if it could be done without spending AFL-CIO money. They collaborated on a plan.

This April, Meany dictated a set of guidelines to be followed by all AFL-CIO unions. The guidelines would implement a national consumer product boycott of lettuce and table grapes picked by members of the Teamsters Union.

The significance of Meany's boycott—formerly the Chavez boycott—was lost on the general public; some 90 per cent of lettuce and grape workers today are members of the Teamsters Union.

Traditionally, the philosophy of trade unionism has been to purchase union-made products and not patronize non-union products or services. Now Meany, a union leader, was asking the public to boycott union products—an action repugnant to any honest trade unionist.

In essence, Meany prostituted the boycott principle. He did it so he could match the bothersome and costly Chavez group—only a shadow of its former self—against a strong, old enemy, the Teamsters Union.

Either way, how could he lose?

### The Future of the Boycott

There are those in America today who would have you believe that the boycott will never become fashionable. They don't want you to believe otherwise.

They cite arguments that go something like this: There are too many legal problems because of the fine dividing line between an information (product) boycott and the illegal secondary boycott; boycotts are too cumbersome for any union to use casually, and anyway, boycotts can only be effective when there is an identifiable target, and so on.

But they forget that both organized labor and organized management for several years now have been sincerely searching for ways to improve collective bargaining. There has been special concentration on how to avoid costly strikes that damage both the worker and the company in the long run. The government, too, has joined in this endeavor.

Success to date proves that collective bargaining has reached maturity. The role of the strike is diminishing in scope, severity and longevity. The point has been reached where at times—again, as in the Farah case—the strike is not permitted to be the answer to resolution of a conflict.

A review of the history of labor-management relations proves one thing if it proves nothing else: Whenever there is a vacuum in the relationship, it is quickly filled with an idea from one side or the other. It is not too far-fetched to suggest that the strike may be going out the back door while the threat of a boycott is approaching the front door.

The boycott has gained great moral acceptance in recent years, largely because of a dramatic event that happened nearly 20 years ago. That was when Rosa Parks refused to sit in the back of the bus at Montgomery, Ala.

The boycott that followed forced the Montgomery bus corporation to the brink of bankruptcy before it capitulated. Not only that, the boycott triggered a tremendous wave of civil rights activity that resulted in meaningful legislation.

There is a grand intangible in the honest boycott; the fair-mindedness of the public can be counted upon to act reasonably when it receives the message. That was the case in the Irish potato fields, the Pullman strike, and on through *Tree Fruits,* Farah, and dozens of legitimate boycotts in between.

The boycott has never been a sinister conspiracy. Rather, it has always been a frank and cohesive human expression dedicated to correcting an injustice.

Now the boycott is being corrupted, paradoxically, by men like George Meany and Cesar Chavez. The gangrenous eruption that may follow can only undermine the boycott principle, can only make it vulnerable to legislation damaging not only to organized labor but to Constitutional guarantees of free speech.

Organized labor cannot have it both ways. While use of the boycott as a legitimate trade union weapon can expect continued support from fair-minded consumers, it will have no appeal in the marketplace when it becomes a tool to force workers into one union or another.

If the boycott is exercised by reasonable men in an honest manner, its future will be unlimited.

## ● Units Gained

Teamster Local 437 of Haverhill, Mass., recently gained two new bargaining units, one by election and one by recognition, according to Robert DeRusha, secretary-treasurer.

Some 50 employees of Leewood Corp., of Haverhill voted overwhelmingly in a National Labor Relations Board election for the Teamster local union. Graf Bros., Transportation, Inc., of Salisbury, Mass., granted recognition to the union for 10 mechanics.

## ● Texas Win

A majority of 26 workers employed by Rollins Environmental Services, Inc., a petroleum and chemical waste disposal company in Deer Park, Tex., voted for representation by Teamster Local 988 of Houston, Tex., in an election conducted recently by the National Labor Relations Board, according to Richard Hammond, president of the local union.

## ● Unanimous

Ten production and maintenance workers employed by Servisoft of San Diego and Water Conditioning Co., of San Diego, Inc., recently voted unanimously for representation by Teamster Local 683 of San Diego, Calif., in an election conducted by the National Labor Relations Board, according to David H. Shock, a secretary-treasurer of the local union.

## ● Florida Win

Truck drivers employed by Neptune World Wide Moving of Florida, Inc., in Boca Raton, Fla., voted for representation by Teamster Local 390 of Miami, Fla., in a recent National Labor Relations Board ballot, according to Peter Sciacca, secretary-treasurer of the local union.

## ● Jersey Win

By a majority of better than 9-to-1, workers employed by Corco Chemical Corp., and Para Scientific Corp., voted for representation by Teamster Local 35 of Trenton, N.J., in a recent National Labor Relations Board election, according to Samuel F. Guidotti, president of the local union.

### World of Work

# Tips On Summer Jobs For Youths

**By PETER J. BRENNAN**
**Secretary of Labor**

**QUESTION: I'm 15 and anxious to find a summer job. Could you give me some pointers on how to look for summer employment?**

**ANSWER: Young people interested in summer work should start looking right now. First you should decide what you have to offer a prospective employer and take stock of your experience and education. The next step is to find out what jobs are available. Good places to look are the wanted-ad sections of your local newspaper and the local office of your state employment service. When you go for an interview, stress your abilities and eagerness to work, learn and to do the best job you possibly can. A new publication distributed free by the state employment services and the U.S. Department of Labor, Manpower Administration, Washington, D.C. 20213, gives summer job ideas. The book is entitled "Do You Want a Summer Job: Tips On How to Find One." It lists the following summer job possibilities: baby sitter, restaurant helper, caddie, camp counselor, gift wrapper, hospital worker, ice cream vendor, lifeguard, playground attendant, tennis court attendant, ticket taker, usher, window washer and yard worker.**

* * * *

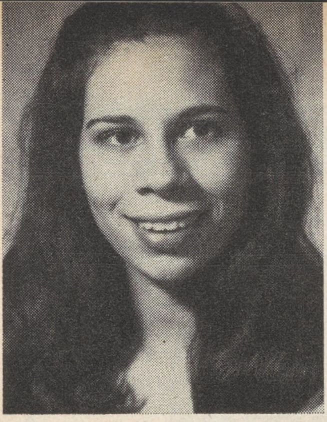
**QUESTION: Now that vacation time is rolling around, I've been wondering whether or not there is a law regarding the length of vacation a boss is required to give employees.**

**ANSWER: For the most part, employees' vacation time and pay is a matter for private agreement between the employer and his employees. Employees working on Government contract jobs that are subject to the Davis-Bacon and related Acts or the Service Contract Act, may be entitled to vacation pay depending upon whether the fringe benefits provisions in certain wage determinations have been incorporated in the contracts. If you have questions concerning these laws, contact the Wage and Hour Division Office, listed under U.S. Department of Labor in your telephone directory.**

* * * *

**Editor's note: If you have a question regarding job training and placement, labor-management relations, job health and safety, equal employment opportunity, wages and hours, employment and unemployment, prices and earnings and other matters involving the U.S. Department of Labor, send it to:**

**Peter J. Brennan**
**Secretary of Labor**
**"World of Work"**
**U.S. Department of Labor**
**Washington, D.C. 20210**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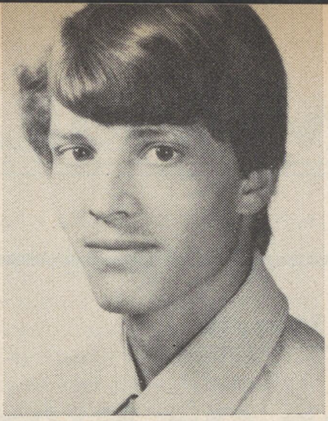
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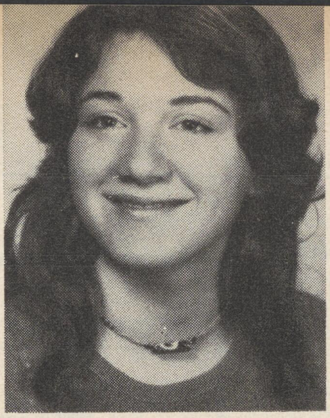

Amy Heidi Feldman

Shirley Gomez

# INTERNATIONAL

The International Union is proud to present the eight high school seniors, sons and daughters of Teamsters Union members, who have been named recipients of the International's scholarships awarded annually.

Each award is valued at $6,000 and may be used for undergraduate study at an accredited college or university selected by the student.

Two awards are given for each of the four Area Conferences and are granted on the basis of scholastic aptitude and achievement, financial need, honors and awards participation and leadership in extra curricular activities, and recommendations of high school counselors.

The scholarship selection committee this year was composed of: Joseph Y. Ruth, director of admissions at George Washington University; William Sherrill, dean of admissions and registrar at Howard University, and Joseph Chalmers, dean of admissions and records at Georgetown University.

### CENTRAL CONFERENCE

Central Conference winners are Bernard Joseph Sheehan and Teri Jean Tammaro.

Bernard ranks first in his class of 474 students at Patrick Henry High School, Minneapolis, Minn. He is one of three male students selected for nomination for awards by his graduating class. This recognition strongly demonstrates his leadership ability in academic fields. Several of his other awards include a National Merit finalist, National Council of Teachers of English Achievement Award in writing, and membership in *Who's Who Among American High School Students*. Bernard attended the National Science Foundation Institute in La Crosse, Wisc., in the field of mathematics last summer.

He is a strong believer in physical activity and devotes approximately 15 hours each week to running, cross country skiing, and tour cycling, among other activities. This exertion is one reason he is captain of his team and a letter winner.

Not wanting to limit himself to sports, Bernard spends much time reading and thinks it is an important aspect in contributing to his growth.

Bernard intends to major in mathematics, physics, and writing at Carlton College, Northfield, Minn. In order to attain his goal of becoming a teacher-scientist-writer, he plans to continue his studies by attending graduate school.

Bernard's father, Bernard L. Sheehan, is a factory employee inspector at Honeywell, Inc., and is a member of Local Union 1145.

Teri is the daughter of Fred John Tammaro, who is a milk route driver for Chicago Milk Distributors, Inc., and a member of Local Union 753.

She has won numerous awards and honors at William J. Bogan High School, Chicago, Illinois. Among them are an Illinois State Scholar, membership in *Who's Who Among American High School Students,* membership in the Spanish National Honor Society, National Merit semi-finalist, Honorable Mention in the Science Fair, and a Scholarship Letter. Teri also is editor of the school newspaper, president of the Spanish National Honor Society, and a member of the Girls' Athletic Association Board. She spends part of her time tutoring other students in mathematics. Sports play an important part in her spare time.

Last summer, Teri was a resident of Northwestern's High School Institute of Engineering. This experience will help in her pursuit of engineering at college and graduate school. She feels that the basic goal of engineering, to meet the technological need of society, is attainable; and Teri has chosen this occupation because she thinks it is beneficial to society.

### EASTERN CONFERENCE

Winners from the Eastern Conference are Amy Heidi Feldman and Shirley Gomez.

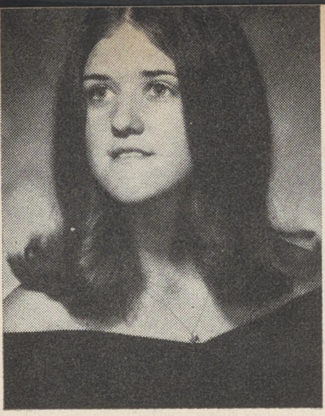
Amy is ranked third in her class of 560 students at Commack High School South, Commack, N.Y. She is a member of the National Honors Society and on the editorial board of her school newspaper. In addition, Amy has won first place in the amateur division of the Smithtown Outdoor Arts Show and first prize in the Marshal Vogney Young People Art Exhibit. Many of her paintings and drawings have been sold. One of her teachers called her artistic ability "incredible". Her extracurricular arts and crafts hobbies complement her experience in making displays and decorations for the high school events. Amy will use her scholarship to become an artist studying at the State University of New York at Binghamton.

During her senior year, Amy was a cast member of the Senior Follies. This has helped her indirectly with her volunteer work at the Huntington Camp for Retarded Children.

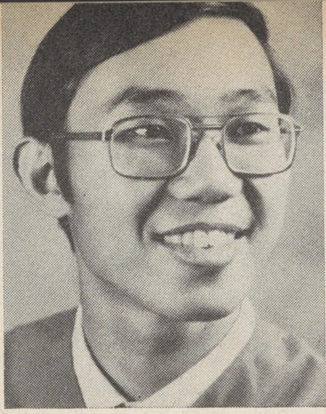
Amy's father is Bernard Feldman, a wholesale milk route man for Queens Farms Dairy and a member of Local Union 584.

As a student, Shirley Gomez approximates the word "perfect", according to one of her teachers. She is one of the school's top science students and is third in her class of 848 students at Adlai E. Stevenson High School in Bronx, N.Y. Her awards include the Governor's Award and the Regents Scholarship. She helps fellow students by tutoring. Shirley was secretary of the Aspira Club in school.

Intending to major in special education of the mentally retarded and physical therapy at the State University of New York at Buffalo, Shirley plans on going to graduate school.


**Patricia Sue Christy**

**Sheila E. Pugh**


**Waymond S. Fong**

**Kelby Chan**

# SCHOLARSHIPS

Her work during the summer as a teacher's aide to brain injured children gave her experience in these fields. Also, extensive experience was gained from her work during the school year with hyperactive children. Up to 27 hours a week were spent at her job besides the aforementioned volunteer work.

Frank Gomez, Shirley's father, is a member of Local Union 831 and is a sanitation man for the Department of Sanitation in New York.

### SOUTHERN CONFERENCE

The winners from the Southern Conference are Patricia Sue Christy and Shelia E. Pugh.

Patricia plans on using her scholarship to study at the University of Arkansas, Fayetteville, Ark., and on becoming a chemical engineer. She ranks first in a class of 69 students at Dardanelle High School in Dardanelle, Ark. She is a National Merit Scholarship finalist, and a member of the Society of Outstanding American High School Students and of *Who's Who Among American High School Students.* In addition to participating in a variety of school clubs, Patricia is editor of the high school year book and has been secretary of the Student Council for several years. She has attended the National Student Council Meetings and the Citizenship Seminar at Harding College. Presently, she is involved in a biology project consisting of testing children with potential visual problems which could result in permanent blindness if not diagnosed.

Patricia has worked during the summers and continues to do so this school year. Her spare time activities include sports and reading.

Patricia's mother is Mrs. Clara Gail Christy, a member of Local Union 878 and a food processor for Morton's Frozen Foods.

Planning to use her scholarship to study computer programming at Dyersburg State Community College in Dyersburg, Tenn. and Southwestern at Memphis, Tenn., is Sheila E. Pugh. She is a student at Dyersburg High School, Dyersburg, Tenn. Her father is Claude E. Pugh, a road driver for Spector Freight Systems, Inc., and a member of Local Union 667.

Sheila is eleventh in a class of 285. In addition to this, during the first two thirds of this last year, she has worked up to 25 hours a week. She plays the French horn in her school marching band and concert band and has been awarded three letters and three medals for her ability. For the last three years, she spent a week at a band camp. Besides numerous class and extracurricular activities, Sheila has received many academic honors, including Who's Who in Mathematics in her high school, semi-finalist and finalist in the National Merit Scholarship competition, and she was a contender in her Regional Mathematics Contest.

### WESTERN CONFERENCE

The Western Conference Area recipients are Kelby Chan and Waymond S. Fong.

Kelby's father is Albert Chan, a member of Local Union 856, and is a delivery man at Lincoln Shrimp Co.

He is ranked 20th in a class of over 916 students at Lowell High School, San Francisco, Calif., and while there has received a life membership in the California Scholarship Federation and the American Chemical Society High School Chemistry award. Kelby believes that high school is not too early to do "college level" work and thus was in advanced placement in chemistry, mathematics and physics. He worked as a teaching assistant during the school year. He participates in the Lux Lab Science Program and the Explorers Club at his high school. During the past summers, Kelby attended the National Science Foundation Summer Institute and the University of California at Berkeley, where he gained insights into the college life and atmosphere for the college of his choice, Massachusetts Institute of Technology, Cambridge, Mass. Intending to major in courses related to the physical sciences such as engineering, computer science and physics, Kelby wants to go into industrial research and eventually to be a college professor and to teach.

Waymond is the top ranking of 400 students at Sacramento Senior High School, Sacramento, Calif. During his school years he has been president of various clubs, including the Mathematics Honor Society, California Chapter, and the Chi Phi Science Club and also editor of the school's creative writing publication. He has attained membership in *Who's Who Among American High School Students* and the Society of Outstanding American High School Students and a life membership in the California School Federation.

During his junior school year, Waymond tutored mentally gifted students at William Land Elementary School. His interest in science started his asking "why?" about his surroundings and phenomena which, in turn, led him to read more, especially about photography and electronics.

In his spare time, Waymond builds electronic projects and does work in microscopy, thus giving him experience in his chosen field of biomedical science. He is leaning toward biomedical engineering as a major and plans to attend Sacramento City College, Sacramento, Calif. and then graduate school.

Waymond's mother, Margaret Lee Fong, is a member of Local Union 857 and is a cannery worker at Del Monte Co.

# EDUCATION

## College Study

# Western Conference Grants Awarded to Youngsters

College scholarships worth a total of $17,900 have been awarded 15 sons and daughters of Teamster Union members by the Western Conference of Teamsters and its affiliated unions.

The awards, which go to eight girls and seven boys who have attained outstanding academic records in high school, bring to 144 the number of students who have shared in more than $158,000 in financial assistance since the Teamsters' scholarship program was initiated 10 years ago.

"Each of the winners," said Western Conference Director M. E. Anderson, "has demonstrated, by their outstanding academic achievements, a sincere desire for higher education so that they may become useful citizens. We are pleased to be able to help these youngsters achieve their goals and feel confident they will succeed in fulfilling their life's ambition."

Four WCT college grants, each worth $2,000 for four years of study, were awarded to:

—Kay A. Hoogland, daughter of Jake Hoogland, a member of Teamster Local 976 in Ogden, Utah.

—Frankie E. Sandoval, son of Ofelia Sandoval, a member of the Teamsters Farm Workers Union.

—William D. Uken, son of William E. Uken, a member of Teamster Local 235 in Orange, Calif.

—Pamela Anderson, daughter of Jack E. Anderson, a member of Teamster Local 741 in Seattle, Wash.

Four WCT college scholarships valued at $1,000 each were awarded to:

—Robert K. Morton, son of Kyle Morton, a member of Teamster Local 315 in Martinez, Calif.

—Steven R. McMaster, a member of Teamster Local 670 in Salem, Ore., (the award sponsored by the Western Food Processing Division).

—Lora N. Osaki, daughter of Herbert Osaki, a member of Teamster Local 305 in Portland, Ore.

—Andre B. Campbell, son of Frank Campbell, a member of Teamster Local 588 in Oakland, Calif.

Four $1,000 scholarships sponsored by local unions affiliated with Teamster Joint Council 42 in Southern California were given to:

—Karen Petrilla, daughter of Andrew Petrilla, a member of Teamster Local 952 in Orange, Calif.

—Cheryl Yokoyama, daughter of Masami Yokoyama, a member of Teamster Local 630 in Los Angeles, Calif.

—Anthony P. Moran, son of Bartholomew Moran, a member of Teamster Local 203 in Los Angeles, Calif.

—Michael Wert, son of William Wert, a member of Teamster Local 881 in Las Vegas, Nev.

Teamster Local 537 presented a $500 scholarship to Cindy Hoover, daughter of Herbert C. Hoover, a member of the Denver, Colo., union.

Teamster Local 452 awarded a $500 scholarship to Peggy Bradley, daughter of High H. Bradley, a member of the Denver-based local union.

Teamster Local 2 in Butte, Mont., awarded a $400 college grant to Bridget Howe, daughter of Louis Howe of Ramsay, Mont., a member of the local union.

## Scholarship Winners

**Five children of members of Teamster Local 705 in Chicago, Ill., recently were awarded $2,000 scholarships each following the annual college scholarship competition sponsored by the union. Shown following presentation of the grants are (left to right): grant recipients James Celebucki and Dennis Bednarz; Dr. Robert Greising, program supervisor; Louis F. Peick, IBT trustee and secretary-treasurer of Local 705; Frank Katky, Local 705 president; and grant winners Rita Kekstas, Curt Zabaty and Kevin LaChance.**

## ● Teenagers

Under the Fair Labor Standards Act, young people at 16 may work at any job except those declared hazardous by the Secretary of Labor and may work at any time for any number of hours, including during school hours.

## ● Garnishment

The federal wage garnishment law limits the amount of a worker's earnings that may be garnished and protects him from being fired for a single indebtedness.

### Appreciation Expressed On Pension

**Dear Bro. Fitzsimmons:**

**A person working for a wage today has no conception of the worry and anxiety a retiree has when he, with his fixed income, watches from day to day the rising cost of the necessities for his very existence. Nor can the working man understand what joy there is when a retiree gets an increase in his pension.**

**The retroactive $90 check and the promise of a $15 per month increase in the Central States pension was a very welcome surprise. All the recipients want to thank those responsible for this relief all the way from the rank and file members to the trustees of the pension fund.**

**Our utmost gratitude to you personally and we hope that you will convey our thanks to the others that are responsible.**

**Fraternally yours,**
**William R. McFadden,**
**Joint Council 44 Retirees,**
**Toledo, Ohio**

# LEGISLATIVE REPORT

## Fitzsimmons Calls for Update on Workman's Comp.

GENERAL PRESIDENT Frank E. Fitzsimmons submitted testimony to the Senate subcommittee on labor to urge prompt enactment of a measure designed to update and improve workmen's compensation.

Noting that the International Brotherhood of Teamsters has more than two million members working in nearly every industry and sector of the economy, Fitzsimmons said the IBT strongly supports S.2008, otherwise known as The National Workers' Compensation Standards Act of 1973.

While urging prompt enactment, Fitzsimmons commented:

"It has been more than 60 years since the first workmen's compensation law was enacted in the United States in 1911. It is clear that our first social insurance system—or more properly, systems—is in need of strong federal minimum standards."

To paraphrase the history of congressional activity in the area of workmen's compensation, Fitzsimmons further declared:

"The American worker is entitled to an adequate, prompt and equitable system of workmen's compensation regardless of the state where he lives or works. The states have failed to act. It is time for the Congress to enact minimum federal standards (called for in the proposed law)."

Fitzsimmons reminded the Senate subcommittee that the seriousness of the problem was recognized in 1966 by the National Commission on Technology, Automation and Economic Progress which was composed of union leaders, public and academic figures and business leaders appointed by the President and approved by the Senate. In its report, the commission unanimously stated:

"Benefits under workmen's compensation are in need of reform. Federal legislation is needed to establish minimum standards for workmen's compensation."

Fitzsimmons also referred to the findings of the National Commission on State Workmen's Compensation Laws established by the Congress in 1970. The final commission report stated that "the protection furnished by workmen's compensation to American workers presently is, in general, inadequate and inequitable."

Essential elements of workmen's compensation outlined by the commission as desirable in any legislation were recommended:

—Compulsory coverage.

—No occupational or numerical exemptions to coverage.

—Full coverage of work-related diseases.

—Full medical and physical rehabilitation services without arbitrary limits.

—Employee's choice of jurisdiction for filing interstate claims.

—Adequate weekly cash benefits for temporary total, permanent total, and death cases.

—No arbitrary limits on duration or sum of benefits.

Although some states have made good progress in attaining some of the goals cited, researchers have found that workmen's compensation coverage is still elective in 12 states, that 14 states provide for numerical exemptions of employees, that 5 states still limit medical care benefits, and that 4 states still retain a schedule of covered diseases.

The commission recommended that maximum weekly benefits for the various disabilities be 100 per cent of the state's average weekly wage, with the percentage being raised through the years until it reaches 200 per cent.

### Discrepancies

As of December 31, 1973, only three states had a maximum weekly compensation payment of $150 or more for temporary total disability while two states had a maximum payment of $150 a week or more for permanent total disability or death benefits.

Thirty-three states, however, had a maximum weekly benefit of less than $100 for temporary total disability, and 34 states had a maximum weekly benefit of less than $100 for permanent total disability.

Congress already has set the precedent for increasing benefits with the 1972 amendments to the Longshoreman and Harbor Workers Compensation Act. Those changes set a maximum benefit level of two times the

*(Continued on page 26)*

## Nixon Commission

### Report Opposes Compulsory Arbitration

**President Nixon has received a report from a commission he appointed which, based upon a lengthy study, has recommended that the federal government refrain from imposing compulsory arbitration or any other coercive action in labor-management disputes.**

**Instead, said the report from the National Commission for Industrial Peace, the government should concentrate its efforts on improving and expanding mediation services and making economic facts and data available to both labor and management.**

**The commission was established 13 months ago by the President to explore and recommend methods by which labor-management disputes could be reconciled.**

**Its report amounted to an endorsement of traditional collective bargaining procedures. It urged the government to play a mediating role rather than attempt to impose settlements, declaring: "Collective bargaining should remain the primary means of resolving disputes between labor and management."**

# LEGISLATIVE REPORT

## 2-Year Review

# Congressional Study Finds Corporation Tax Secrecy

The federal tax laws make certain that a worker pays his income tax through the withholding system, but when it comes to corporations the government is operating largely in the dark.

That's the conclusion of a 2-year study by the tax-writing House Ways and Means Committee of corporate income taxes paid by the 146 leading corporations in the United States.

Rep. Charles A. Vanik, a member of the House committee, told a Senate subcommittee recently that the federal government "simply does not have enough accurate information on which to base sound public policy."

He added that getting the information from the corporations is "incredibly difficult."

"This information is required by the regulatory agencies to be filed and made available to the public," Vanik declared. "The information is important to investors, to economists and to the Congress in its public policy and tax decisions. One must rely on trained CPA's—and there can even be honest disagreement and differing interpretations among the best accountants."

Vanik noted that in the tax year of 1972, of the 146 corporate filings examined, information was available or calculable on only 90—or 61 per cent of the sample. He said the situation was "particularly bad" in the banking industry.

"In the tax year 1972," he continued, "only 45 of 100 industrial corporations had made intelligible information available to the Securities and Exchange Commission by filing date."

Vanik pointed out that the SEC conducted a poll of 324 corporations on reporting rules and received a full response from only 89 companies and no response at all from some 58 firms.

Vanik noted that the American Institute of Certified Public Accountants had recently pointed out that a corporation's combination of the foreign and federal tax figures particularly understates the amount of taxes paid to the federal government, since the foreign tax provision may wash out a large portion of the federal taxes.

"This method of combining reported tax payments is distorting and misleading," Vanik said.

In his testimony before the Senate Government Operations Subcommittee on Budgeting, Management and Expenditures, Vanik listed these long-range findings in his report:

—The bigger corporations can take advantage of special tax privileges.

—The bigger corporations tend to pay a lower rate of tax—about 29 per cent compared to a statutory rate of 48 per cent.

—The bigger corporations, therefore, have a more attractive cash flow and investment image than smaller corporations.

All this means, Vanik said, is that "the big get bigger—and small and medium-size business is suffering. There is a move toward bigness, concentration and overwhelming power in a few American corporations."

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## Workman's Comp.

*(Continued from page 25)*

national average weekly wage by 1975.

Fitzsimmons' testimony emphasized that for too long the cost of industrial accident and injury has been borne by the worker and his family.

He added that recommended benefit levels, while they might increase the costs of workmen's compensation, should provide an economic incentive to employers to use better health and safety practices in their operations.

## Energy Agency Law Signed By Nixon

President Nixon signed legislation in early May to create the Federal Energy Administration to replace the Federal Energy Office he established by executive order last year to deal wth the energy shortage.

The new law gives the FEA a 2-year life span and empowers it to carry out any emergency energy rationing program necessary. The FEA also will be responsible for allocating gasoline to the 50 states.

Under the statute, energy-producing companies must furnish the FEA with information on their supplies and on the manner in which they arrive at pricing formulas.

The President said, as he signed the bill, that the FEA's first priority would be to work with other government agencies to prepare a comprehensive plan to make the nation self-sufficient in energy by 1980.

Latest surveys reveal that available gasoline supplies are improving slightly throughout the nation.

## Unleaded Gas Regulation Announced

The Environmental Protection Agency has announced final regulations to require an estimated 111,000 gasoline stations to sell at least one grade of unleaded gasoline by July 1, 1974.

Russell E. Train, EPA administrator, also proposed that an additional estimated 10,000 gasoline stations, mostly in rural areas, be required to sell unleaded gasoline after January 1, 1975.

The new proposal would raise the nationwide total to approximately 121,000 stations—or more than one of every two—required to sell unleaded gasoline.

## Oil Price Gains Exceed War Cost

**Price increases on gasoline are now costing consumers more each year than it cost the United States to finance the Vietnam War budget, according to Sen. Philip A. Hart of Michigan.**

**On an annual basis, said Sen. Hart, petroleum price rises over the past 15 months have exceeded $15 billion, not including the other products. By comparison, the war cost between $26 billion and $30 billion a year.**

# LEGISLATIVE REPORT

### Government Says:

## Medical Outlay for Elderly Averaged $1,052 During '73

The average medical bill for persons aged 65 years or older amounted to $1,052 in fiscal 1973, according to the Social Security Administration's regularly published bulletin.

The sum compared with average expenditures of $167 for persons aged 18 years or under and $384 for those in the 19-to-64 bracket.

Health care expenditures as a whole amounted to more than $80 billion for fiscal 1973. Per capita expenditures showed slightly larger increases for older people than for younger people.

The Social Security Administration said approximately two-thirds of personal health care expenditures by the aged were paid for by public funds, with Medicare meeting two-fifths of the bill.

For the two younger groups, public funds paid nearly three-tenths of the bill.

### April 30th—

## Wage-Price Controls Die As Enabling Law Expires

Three years after its enactment into law the Congress allowed the Economic Stabilization Act to expire at the end of April despite an effort to keep alive the enabling legislation that made it possible to establish wage and price controls.

The law was passed in May, 1970 and gave the President authority to set up a standby wage-price control system.

Several agencies were spawned under the law when President Nixon exercised the authority, the most prominent being the Cost of Living Council.

As the deadline neared for any extension of the Economic Stablization Act, an almost unanimous opposition to such a move by Congress was expressed by organized labor, business and the White House.

Three Democrat Senators sponsored a bill to amend and extend the legal authority for controls. The proposal was crushed in a bipartisan vote of 56 to 32.

Congressional observers already had expressed doubt that, even should the extension get a Senate okay, it would never emerge alive from the House of Representatives.

The Cost of Living Council had been decontrolling industries on a selective basis since last summer to avoid a sudden, post-controls bulge of price and wage increases.

As the controls ended, John T. Dunlop, director of the council, reminded corporations in 17 key industries of their promises to hold prices under specific levels in return for the early exemptions they received.

Speaking to the U.S. Chamber of Commerce a few hours before the controls were due to expire, President Nixon warned that pressures for new wage-price controls would revive if business and labor failed to act "responsibly" in a control-free economy.

## Farm Worker Measure Introduced

Sen. John V. Tunney of California has introduced a bill to amend the Taft-Hartley Act so as to bring coverage of the law to farm workers.

A similar measure has been introduced in the House of Representatives by Congressman Sisk.

Passage of the proposal into law would mean extension of the National Labor Relations Act to include agricultural labor, a goal long sought by the Teamsters Union, providing for free and secret representation elections.

## Free Drugs May Be Experimental

Physicians in the United States received more than two billion free samples of drugs from 20 major drug manufacturers last year, according to the Senate health subcommittee.

In addition, the companies also gave doctors, nurses and other health professionals millions of gifts and so-called "reminder items" valued at more than $14 million.

### "Keep Them Going"

The subcommittee was unable to put a dollar value on the free samples of drugs which included individual pills, tablets, capsules, powders and other dosage forms. It is common practice for physicians to reach into a cabinet and give their patients a medicine to "keep them going" until they get a prescription filled.

However, drug samples funneled from the gift company through the doctor and to the patient are not always infallible. Sometimes they are clearly experimental and the doctor is so informed—but the patient does not always receive this information.

The subcommittee's figure of 2,062,953,486 free samples dispensed to doctors last year was reached on the basis of a questionnaire sent to the 20 major drug concerns in the nation.

A few of the drug companies replied that they only distributed samples to physicians who asked for them. Most, however, indicated that their samples were distributed both with and without solicitation from the doctor.

## ● Davis-Bacon

The Davis-Bacon Act, providing for payment of prevailing wages to laborers and mechanics employed by contractors and subcontractors on public construction, became law in 1931.

## ● CB Rights

The National Labor Relations Act of 1935 established the national labor policy of protecting the rights of workers to organize and elect their representatives for collective bargaining.

# Legislation, Politics, Government

**• BLACK OFFICIALS**

The number of blacks elected to political office in the United States last year increased sharply for a 152 per cent gain over the past 5-year average, according to the Joint Center for Political Studies. As of last month, 2,991 blacks held elective office in 45 states and the District of Columbia. The figure includes more than 100 black mayors.

**• LOST TAXES**

The Treasury Department admitted recently that controversial provisions of the domestic international sales corporations (DISC) resulted in $250 million in lost taxes last year. An article in the Journal of Taxation has the subtitle: "With proper tax planning, deferred income of a DISC need never be recaptured."

**• UNEMPLOYMENT COMPENSATION**

The Labor Department has promised to cooperate with the House Ways and Means Committee on working out a more comprehensive overhaul of the unemployment compensation system, including eligibility requirements and duration of benefits. However, the department warns that state wishes have to be observed to some extent or the system will become totally federalized.

**• SECRECY POLICY CHANGED**

The United States Geological Survey has agreed to discontinue its practice of privately consulting a committee of oil industry representatives before establishing regulations for off-shore drilling on the continental shelf. The change followed complaints by congressmen to Interior Secretary Rogers C. B. Morton that the "secret procedure" deprived the public of knowing what the agency proposed.

**• CAMPAIGN CHECKOFF**

The presidential campaign checkoff coffer is building up. As April came to a close, the Internal Revenue Service announced that taxpayers already had checked off more than $11 million, plus another $5.5 million to cover oversights in the previous year's returns. The current rate of participation is more than 14 per cent.

**• TAX REFORM**

The House Ways and Means Committee hopes to have a tax reform measure ready to report to the floor no later than June 30th. That's the deadline set by the committee on the long-delayed revision. The tax legislation has been set aside repeatedly for other measures during the past two years.

**• PENTAGON OBJECTIONS**

The Pentagon is leading opposition to a Senate measure that would prevent a recurrence of military spying on civilians as was brought to light in the 1960's. The Defense Department halted the widespread civilian surveillance by the U.S. Army with a March, 1971, directive after it was revealed that dossiers had been compiled on an estimated 100,000 Americans.

**• CIVIL DEFENSE REVIEW**

The Civil Defense Preparedness Agency has begun a review of how to evacuate 400 specific areas considered by the Pentagon to be "prime targets" in case of a nuclear crisis. The 400 targets include 248 cities of more than 50,000 population.

**• ATTENDANCE RECORD**

The all-time attendance record for roll call voting in Congress is held by Rep. Charles E. Bennett, Florida Democrat. Over a 23-year period, he voted 4,003 times on the floor. His streak was broken this year when the House—in an unusual move—ordered a vote after assuring members the day's business was ended. Rep. Bennett was halfway home when he heard about it but was unable to return to the Capitol in time for the vote.

# For Your Information

## Credit Card Responsibility

Suppose you are on a business trip to Kansas City where you lose your credit card.

A few days later, the credit card company sends you a bill for $1,830 of which you can account for only $270.

In the dickering that follows, the credit card company advises you that under federal laws—since you were acting in a business capacity with the credit card—you are liable for all debt charged to the card despite the fact that some thief or finder used your card fraudulently.

Not so.

While this is a fictional case for purposes of illustration, similar cases have actually happened. When the credit card holder refused to pay charges for which he was not responsible, the credit card company sued—but lost.

According to an interpretation by the Federal Reserve Board of the Truth in Lending Act of 1968, which was amended in 1970, a person using a credit card for business purposes is entitled to the same liability protection as one using a credit card to pay for a department store purchase of hair spray.

The law is that the user is not liable for unauthorized charges on the credit card in excess of $50.

## Gasoline Consumption

Data from 42 states indicates that American consumers bought 4.4 per cent more gasoline in 1973 than in the previous year.

Reports from 20 states, meanwhile, indicated that gasoline sales last January decreased 7.3 per cent from sales in the same month of 1972.

## Truck Manufacturing

Both Ford and General Motors have increased their overtime schedules in truck production as sales, long considered a good barometer of the nation's economic health, showed increases in recent weeks.

During the winter energy crisis period, truck output was off only 10 per cent compared with a 34 per cent decrease in passenger car production.

**The Commerce Department estimates—on the basis of 1972 dollars—that the lifetime earnings for college men will average about $750,000 compared with less than $500,000 for male high school graduates. The estimated lifetime income for all men increased 16 per cent between 1967 and 1972.**

**Even the Occupational Safety and Health Administration is subject to job hazards. OSHA's information director recently tripped over an electric typewriter cord in his office and fractured his arm.**

## Teenage Earnings

A Rand Youth Poll recently came up with the conclusion that girls aged 13 to 15 outspend boys their ages by $6.10 a week to $5.55 and the gap widens to $18.90 a week versus $17.85 at ages 16 to 19.

However, teenage girls also have more money to spend. Their average income, mostly from baby-sitting, is $7.10 a week in earlier years and $22.15 a week later on. Teenage boys average $6.85 a week from ages 13 to 15 and $20.85 a week at ages 16 to 19.

## Crimes of Violence

Believe it or not, New York City is considered the safest metropolitan area in the land in terms of crimes of violence, according to the Justice Department's national crime panel surveys.

With the exclusion of murder, New York's violent crime record in 1972 amounted to an average of 36 crimes per 1,000 residents. Detroit was the most violent with a mark of 68 crimes per 1,000 residents.

Detroit also was the highest on the murder scale in 1972, reporting 48.2 homicides for every 100,000 residents. Chicago had 26.9 murders, Philadelphia 22.9, New York 21.9 and Los Angeles 17.7 murders per 100,000 residents.

## Car Insurance Rates

Most major auto insurance companies are likely to start pushing soon for widespread rate increases, according to industry sources quoted by the *Wall Street Journal.*

Spokesmen for the industry claim the present passenger car insurance rates are inadequate. They have begun a tub-thumping campaign to convince state officials that rate increases should be granted.

## Bicentennial Auto Tags

Several states are going patriotic on their auto license tags with the goal of celebrating the nation's 200th year in 1976.

Pennsylvania started the trend three years ago by putting the words, "Bicentennial State '76," on its auto tags. Now the District of Columbia has issued its first new plates in years and they are red, white and blue with the slogan, "1776—Bicentennial—1976," and a view of the Capitol dome.

South Dakota plans red, white and blue plates for the bicentennial year. Illinois also plans special tags for the anniversary. Colorado intends to issue plates that commemorate both the bicentennial and the state's centennial year.

## • Million-Mile Car

Ford Motor Co., claims the all-time record mileage for an automobile, citing the 1,037,000 miles rolled up on a 1936 2-door sedan by an Atlanta man.

Chrysler claims it produced a 1964 Dodge that rolled over 500,000 miles while being used as a taxi.

Volkswagen says its best performance is a bug owned by an Englishman who has driven the auto more than 600,000 miles and likes the car so much that when it expires he's going to have it crushed into a cube to keep in his living room.

**A massive survey by the Department of Agriculture found that the use of processed and frozen fruits and vegetables increased almost 50 per cent in the 1955-65 period. At the same time, consumption of fresh fruit and vegetables decreased by over 20 per cent.**

## • World Study

Two private organizations that advise the federal government have begun intensive studies of the world's problems to try and determine how to avert a global catastrophe.

The National Academy of Sciences and the National Science Foundation, whose membership includes both scientists and engineers, are concentrating on problems of population, food and energy.

A sample of the challenge: The present world total population of three billion is expected to grow to somewhere between eight and 15 billion 75 years from now.

## • Dangerous Lamps

The U.S. Consumer Product Safety Commission has issued a warning to people who have purchased so-called "rainbow lamps"—also sometimes sold as "mini shadowy stand lamps."

Says the commission: Don't use them. The reason is that the lamps have defects—exposed bulb sockets and metal contact points—which could result in fatal shock. In fact, the commission has issued four warnings against the lamps.

The lamps in question are imported from Taiwan and sell for $1.98. They have been widely advertised in *TV Guide, Ladies Home Journal, Family Weekly* and *Parade.*

## • Hotel Space in NYC

The hotel business in New York City is showing signs of continued deterioration what with a steady decline in total rooms available for travelers.

Hotel and motel units suffered a net decline of 1,426 transient rooms last year and experts believe the shrinkage in space may hit 2,000 rooms this year.

In 1964, New York City hostelries had a total of 122,400 rooms. Today the number stands at 110,292.

## • Trading Stamps Suffer

The trading stamp industry took a beating last winter during the gasoline shortage with sales dropping by 15 per cent.

Trading Stamp Institute of America attributed most of the decline to gasoline stations that stopped giving stamps to customers. Service stations needed no gimmicks to sell their products.

Observers say it may be 1975 before stamp companies are able to make a comeback.

## • Chewing Gum

Manufacturers of chewing gum in the United States sold $670 million worth of their product through 350,000 retail outlets last year.

The companies made enough gum last year to supply every person in the country with 175 sticks. However, much of the product was exported; some 66 nations bought 10.9 million pounds of yankee chewing gum.

Only the U.S.S.R. and the People's Republic of China have remained immune to the wares of U.S. chewing gum companies.

## • Coughing Fish Sentinels

Using fish as watchdogs to monitor the quality of lakes and streams is being considered by the Environmental Protection Agency.

The idea is a spin-off from a study to compile basic data on the effects of water pollutants on freshwater fish. The study discovered that fish actually "cough" as part of a normal gill-clearing process to remove debris which has settled on their gills.

The EPA researchers used an apparatus to measure the number of coughs per minute among fish kept in separate control aquariums.

They discovered in tests with copper and mercury that concentrations which increased the frequency of coughing significantly were at the same level which long-term studies have determined to be damaging to fish growth and reproduction.

Officials have decided that the findings could easily be used to create a system for keeping tab on concentrations of complex industrial wastes entering lakes and streams.

## • Airline Offices

An increasing number of airline companies are closing up their city ticket offices, declaring downtown ticket sales are receiving less play from the traveling public.

The airlines say that more and more the lion's share of ticketing is being handled by travel agents or is done by mail or at airport counters.

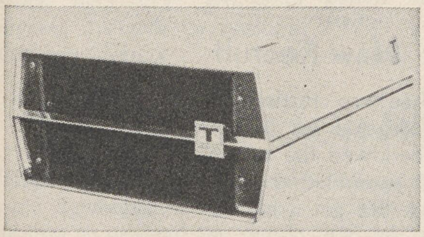
Another reason for the shutdown of the offices is that they are costly to maintain.

# WHAT'S NEW

POISON GAS
POISON GAS
POISON GAS

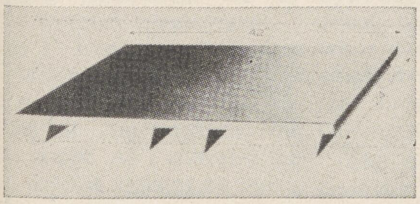
## Stick-On Labels

Warning labels for eleven of the most commonly used hazardous materials are now available on pressure-sensitive stickers. Manufacturer also makes an electrically-powered dispenser which presents labels ready for application.



## Cab Cooling Unit

A new truck cab air conditioner has been introduced. It is said to be easy to install and easy to service. The unit, attached to the cab roof, requires a 10-by-13-inch opening in the roof for the outlet louvers, air return and optional sleeper duct. It weighs 60 pounds. Air flow inside the cab is controlled by adjustable, directional louvers.

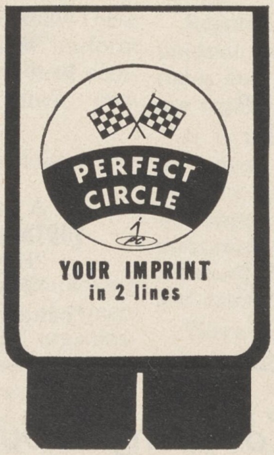


## Shortie Pallet

This 42″ x 24″ two-way entry shortie pallet is capable of supporting 2,500 pounds. The pallet weighs only four pounds and is made of molded polystyrene foam encapsulated in a thick kraft paper skin. Reinforcements can be added inside the pallet to eliminate deck deflection and leg compression for unevenly distributed product loads. The pallets cost $3.25 each.

## Air Deflector

This fiberglass air deflector is installed with pre-drilled holes. Manufacturer says its device not only saves fuel but increases pressure on rear axle for better traction when deadheading.

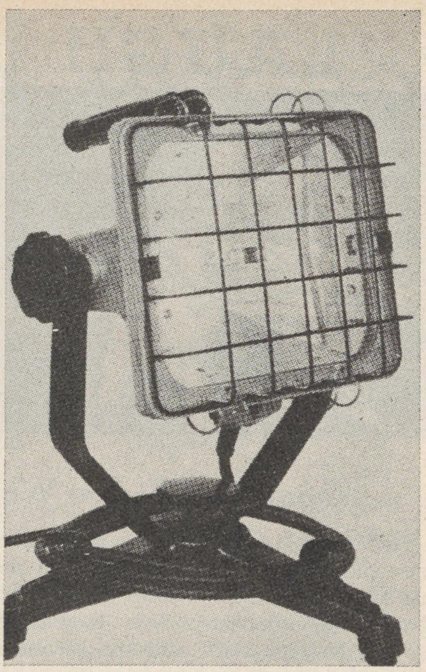


## Splashguards

High-density polyethylene splashguards are now available in two sizes, with space for carrier, jobber or distributor imprint.

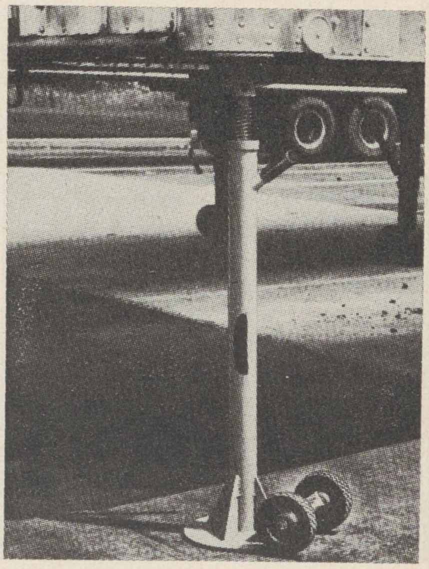
*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsementt or recommendation. All performance claims are based on statements by the manufacturer.**



## Portable Floodlight

A new weatherproof, heavy duty portable floodlight has been introduced. It is designed for emergency use, security measures, inspection procedures and other situations requiring effective temporary illumination. The lamp can be rotated horizontally and vertically.



## Stabilizing Jacks

These recently introduced trailer stabilizing jacks will handle loads up to 50,000 pounds and come with two rubber-tired wheels for portability according to the manufacturer. Retracted height is 45 inches and extended height is 54½ inches.

# LAUGH LOAD

## Goat From Bad to Worse

Two goats used in a movie were munching on grass outside the cutting room when someone threw out some surplus film. One goat started to eat the film and the other one asked: "How is it?"

"Not ba-a-a-a-a-d," said the second, "but I liked the book better!"

## On the Fence

Almost everyone knows the difference between right and wrong. Some just hate to make decisions.

## Try a Health Club

Researchers have now discovered conclusive evidence that exercise kills germs. What they haven't discovered is how to make them exercise!

## Only Half-Educated

The old hillbilly seated by the fire was scribbling on paper with a pencil. "Maw!" he shouted, "I done larnt to write!"

"That's great, Paw," agreed his wife. "What did you writ?"

"I cain't say," he replied disappointedly. "I ain't larnt to read yit!"

## Couldn't Agree Quicker!

The express train of the subway had operating difficulty and stopped at an unscheduled station. There a man jumped aboard. "Wait!" cried the conductor, "this train doesn't stop at this station!"

"Well, then," said the man, "it's good that I didn't get aboard it!"

## The Non-Deceiver!

The used-car dealer, selling a clunker, kept referring to it as "an honest car." He finally made the sale, then the buyer asked: "Why did you keep calling this 'an honest car'?"

"Because every time I started it up, it threatened to die . . . and it never deceived me!"

## New Recruit

A young draftee was startled out of a sound sleep by his platoon sergeant his first night in the army.

"Hey, you!" bellowed the sergeant, "It's 4:30!"

"Four-thirty?" mumbled the rookie. "Man, you'd better get to bed. We got a big day tomorrow."

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**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

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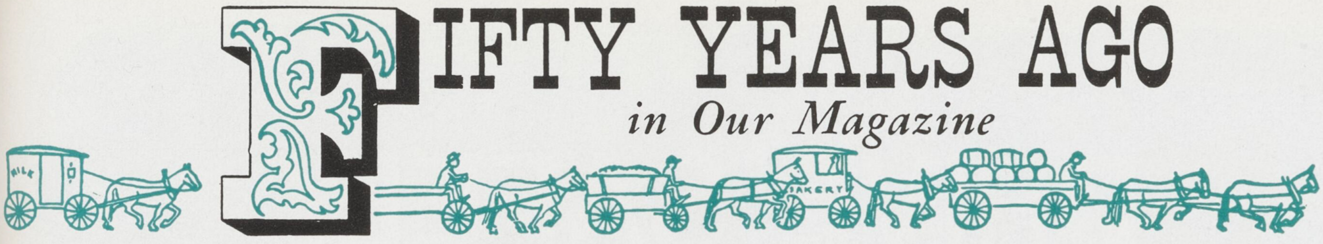

# FIFTY YEARS AGO

in Our Magazine

VOL. XXI (From the May 1924, issue of the TEAMSTER) NUMBER 5

## Conscription for Labor; Mild Regulation for Capital

Several proposals are pending in Congress to "conscript capital and labor at the next national emergency."

The term "national emergency" is not defined. It may mean anything.

One of these proposals would authorize the President to draft "such members of the unorganized militia as may be deemed necessary" whenever Congress declares "a national emergency" exists.

This would supplant the labor injunction, and would be a handy weapon for big business when confronted by an extensive strike.

The French government used this method several years ago when railroad strikers were "called to the colors." These workers, then in the uniform of the French army, were compelled to break their own strike.

Aside from this sinister feature of the proposal, there is no intention to conscript capital.

It is regulation of capital—price fixing by the Government—that is provided. This was the rule, on a smaller scale, during the World War.

Regulation of capital is not unusual. In peace time the railroads and other public utilities are regulated.

It is now proposed to simply extend this regulation to all industry during war time. This will appeal to long-headed business men. It will tend to check inflation, which raises prices and causes popular unrest.

There will be profits under price regulation, though probably not so dangerously high as during the World War.

Big business may be willing to accept less tremendous profits, as this is too great a strain on the financial structure and breeds an ugly spirit among the populace.

In return for limiting profits to a "reasonable" figure big business hopes to secure the one thing it longs for—the control of workers.

It is planned to conscript labor. The worker will have no voice in his work or his wages.

Statesmen, business men and military men agree to this, while their publicity agents sugar-coat the plan by sly and untruthful reference to "conscription of capital."

Big business is not frightened. It understands. It helps spread the fiction that the proposed regulation of capital is sure-enough "conscription."

Labor believes there should be no favorites in the hour of common peril. When the nation is fighting for its existence there should be no privileged classes and no profits, even though these be "reasonable."

But special privilege will not agree to this. It concedes nothing. Instead, it would have the people believe it yields in a national crisis, while it plans to come out of the next war with increased power.

Sky-rocketing values make labor restless. If the workers are not brought to a fighting pitch because of profiteering, big business is hopeful that wartime conscription can be more easily enforced.

## 'Open Shop' Arguments Are Self-Contradictory

The specious arguments advanced by "open shop" propagandists to mislead the public are quite transparent to all informed unionists, but a certain type of employer seems to be sadly in need of reason in his consideration of them. Defenders of the union principle should contrast the two "open shop" conclusions herein reprinted.

"I endorse the open shop, as opposed to 'the shop in which only members of the union claiming jurisdiction are allowed to retain employment,' " writes F. Lauriston Bullard in the *Atlantic Monthly*. "The one is consistent with the traditions of Americanism, the other is not. As I conceive the open shop it violates no man's rights, and it secures to all men equal opportunity to work. It does not deny the right to bargain collectively. The workers, through shop committees may retain every advantage which the closed shop gives them as to the adjustment of hours and working conditions."

On page two of the January bulletin of the Employing Printers' Association of America, an "open shop" organization, an article headed "Shop Labor Intrusion," warns "open shop" employers of the danger of harboring union members and advises them to keep in mind "that any member of a labor union is one of the worst liabilities that could attach to his plant."

So, the Pharisees are advised in the rarefied atmosphere of the *Atlantic Monthly* that the open shop "secures to all men equal opportunity to work," while tactical instructions to employers at the front restrict that broad statement by excluding union members.

The paradox thus exposed, certainly gives support to the union contention that the so-called "open shop" is in reality the only kind in which any men are denied the right to work. Any man proficient at the craft at which he wishes to work can easily qualify himself for employment in a "closed shop" by joining the union.

## Local Union Is No Place For A Czar

THE officer of a local union who makes himself a Czar may reign for a short time but will meet with the same fate as all czars, and end in utter disaster. It is a bad thing to abuse power and while the rank and file may sometimes applaud the boss in a local union, they detest the man who rules by force and at the first opportunity that presents itself they get rid of him.

* * *

# DRIVE SAFELY NO MATTER WHERE YOU ARE !

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE JUNE 1974

# New Horizons as Farm Workers Given Local Union Charter

Dear Reader:

With just the flick of the pen you can have your wages frozen and prices allowed to rise. On the other hand, you can change this picture. Yes! you do have an alternative.

You can elect public officials who represent the working people of the United States. If you don't, the vested interests can cut your wages, alter collective bargaining agreements and change your way of life.

By taking YOUR pen in hand to write a check to DRIVE you get peace of mind in knowing that working men and women are rallying their collective political strength through DRIVE to fight back against anti-unionism whipped up by labor's enemies. Every little bit helps.

# JOIN DRIVE NOW!!!

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# Labor News in the Headlines

**NEW YORK CITY** Chalk up a point for trade unionism. A U.S. Court of Appeals ruled that it was not an infringement of First Amendment rights for the American Federation of Television and Radio Artists to require news commentators to pay union dues. The decision squashed efforts by William F. Buckley to avoid paying union shop dues to the AFTRA. Buckley, heir to an oil fortune, has consistently expressed anti-union comments in his newspaper columns and TV shows through the years.

**MIDLAND, MICH.** Police have arrested strikers on plenty of flimsy excuses in past decades, but perhaps the flimsiest of all occurred just recently. A picket at Dow Chemical Co., in Midland walked the line while swinging a dead muskrat on a stick. Police arrested him on the charge of possessing a muskrat out of season.

**WASHINGTON, D.C.** Merger discussions are now underway between the National Maritime Union and the Seafarers International Union. Each union has a membership of 25,000 blue water sailors. Meanwhile, nothing has come so far of unity talks between the two principal American ship officers unions—the Marine Engineers Beneficial Association and the Masters, Mates and Pilots.

**OTTAWA, ONT.** Troopers in Canada's famous Royal Canadian Mounted Police have indicated a strong desire for union representation, but the government has turned them down with the declaration that such a union would be against Canadian law.

**WASHINGTON, D.C.** The Department of Labor says that national union headquarters are scattered among 28 states with by far the largest concentration in the District of Columbia with 57, of which the International Brotherhood of Teamsters is one. New York has 36 headquarters, Illinois 15.

**MONTPELIER, N.H.** A New Hampshire state job has gone begging for some time and probably will be open for some time to come. New Hampshire restored the death penalty to its statutes, but has yet to receive an application for the hangman job.

**NEW YORK CITY** The Wall Street Journal published a story relating the financial miseries of a New York City secretary trying to get along on her annual salary of $9,200. Two days later, the advertising agency that employed the woman gave her a $1,000 raise.

**UNDATED** Once, more than half a century ago, the Industrial Workers of the World (IWW) —better known as the "Wobblies"—had a membership of more than 200,000. Today, the IWW has 1,500 members.

**HARLAN, KY.** For the third time since last July, a group of miners' wives has been jailed for violating a judge's order that no more than six persons can picket the Eastover Mining Co., at one time. The latest women arrested were sentenced to 60 days in jail.

**CHICAGO, ILL.** Claiming that mandatory retirement of workers can be harmful to their health, the American Medical Association has announced that it will join in a lawsuit seeking to make forced retirement unconstitutional.

**WASHINGTON, D.C.** American Telephone & Telegraph Co., agreed in a settlement with the government to pay backpay and future wage adjustments totaling $30 million to 25,000 of its managerial employees who suffered discrimination in pay. Most of the employees receiving the money due them will be women.

**DUBUQUE, IOWA** Police officers in Dubuque recently adopted a new form of work protest. They rejected a 5.5 per cent wage hike offered by the city and, for emphasis, they began issuing traffic tickets under state instead of city laws, thus diverting violators' fines from city coffers to state-supported school districts.

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

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Volume 71, No. 6 June 1974

**California Local Union Chartered for Farm Workers** 5
*Giant step forward for freedom in bargaining*

**Fitzsimmons Addresses Commonwealth Club** 7
*Urges full rights for farm workers under law*

**Phillie Teamsters Show Meaning of Brotherhood** 8
*Help young widow overcome her new problems*

**'Driver of the Year' Invited to London Roadeo** 10
*Moore to compete with British lorry drivers*

## TWO SPECIAL REPORTS

**On Page 18**
**Planning Ahead Makes Vacation Travel Easier**

**On Page 22**
**Three Health Plans Debated By Congressmen**

**Editorial material should be addressed to:**
**Teamsters Union, Office of Public Relations and Publications,**
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# From The Field

### WEST COAST LOCAL SUCCESS RELATED

Teamster Local 960 of San Francisco, Calif., has had so much success organizing and representing school administrators in the Bay City that McGraw-Hill's "Nation's Schools," a publication for school administrators across the country, contained an extensive article on the subject recently.
Rudy Tham, general organizer, noted that he was originally assigned by now retired IBT Vice President Joseph J. Diviny to spearhead an organizing drive among school administrators in San Francisco.

### 'SHRINKING VIOLET' DIES IN NORTHWEST

Edward A. Pinkman, a charter member of Teamster Local 882 in Seattle, Wash., died recently after a long illness. In his youth, Pinkman was a professional boxer of high rank and was known as "The Shrinking Violet." He later became a referee and fight judge in the Seattle area after retiring from the ring.
Pinkman was a high school classmate of Dave Beck, former Teamster general president, and joined Local 882 in 1936 while working as a car salesman.

### WESTERN TEAMSTER OFFICERS RETIRE

Among local union officers in the west that exercised their retirement rights recently are John V. Lund and Alexander Rein. Lund departed as secretary-treasurer of Teamster Local 206 in Portland, Ore., and for the past three years has served on the policy committee of the Western Conference of Teamsters. Rein has been a long-time secretary-treasurer of Teamster Local 435 in Denver, Colo.

### LEGIONAIRES HONOR TEAMSTER OFFICER

John Mahoney, secretary-treasurer of Teamster Local 808 in Woodside, N.Y., was presented a plaque recently by the Queens American Legion Post. The honor was for Mahoney's efforts in obtaining employment for veterans.

### TEAMSTER OFFICER ON STATE PANEL

Robert Weisenberger, president of Teamster Local 320 in Minneapolis, Minn., recently was appointed to a special state insurance advisory committee by John W. Jackson, commissioner of personnel for the State of Minnesota. The function of the committee is to discuss and advise on ways to improve the present employees insurance plan operated by the State and the University of Minnesota.

### CANADIAN GALS DELIVER MILK

Three young ladies, all in their early 20's, were anxious to get outdoor jobs and they wound up working as milk truck drivers for Twin Cities Co-Operative Dairy in Halifax, Nova Scotia. All three had previously driven coffee trucks in Vancouver, B.C.
Now, Margo Kay Frain, Ann Vierin and Karen Birtwhistle are members of Teamster Local 927 in Halifax and ably handle the loading of 60-pound cases of milk for delivery as do the 147 men drivers for the company. The gals receive the same union rates and benefits under the contract as do the men. However, the young ladies are first to point out that they do not regard themselves as crusaders for women's rights, rather, they are simply doing a job they enjoy.

### MIAMI GOODWILL EXPRESSES 'THANKS'

Officials of the Goodwill Industries of South Florida, Inc., expressed great appreciation to 47 members of Teamster Local 390 in Miami for their recent assistance in collecting clothing and other donated articles for Goodwill Industries' handicapped workers to process.
The Teamster drivers, employed by various trucking companies in the Miami area, volunteered their time to transport the collection made by 8,800 Boy Scouts.
The total material collected amounted to 36,500 Goodwill bags. The drivers amounted to one-fifth the total volunteer personnel taking part in the collection campaign.

### MISSOURI LOCAL SPONSORS SHOW

Teamster Local 823 of Joplin, Mo., recently held its annual labor show in the interest of crime prevention and drug abuse for the 4-state area of Missouri, Kansas, Arkansas and Oklahoma. Scott Hollander conducted the program in which youngsters and adults competed in a talent show. Trophies were presented by William W. Kitts, president of Local 823, to the first, second and third-place winners.

### TEAMSTER LOCAL HELPS YOUNGSTERS

Teamster Local 986 of Los Angeles, Calif., recently raised $5,000 in proceeds from an annual pheasant dinner and donated the money to help expand and widen the scope of the "Special Olympics" which benefits mentally retarded children.

The "Special Olympics" program was developed to give retarded youngsters a chance to belong and to make a contribution through testing of strength and coordination in athletic events.

Designed to develop self-confidence and self-esteem not only in the athletes but in the eyes of parents, brothers and sisters and friends, the "Special Olympics" participants characterize their special chance through the oath they recite at the opening of the games:
"Let me win, but if I cannot win, let me be brave in the attempt."

# OBSERVATIONS of the GENERAL PRESIDENT

OVER THE past decade and a half, the American people have become their own most severe critics. What's wrong with Americans has been a gnawing question, sincerely asked of themselves by people of good conscience and concern.

The question has been asked so often in the spirit of national soul-searching, that gloom and doom have become a part of our national posture. Public opinion polls tell us that the American public now holds the establishment—government, education, religion and the press—in very low regard.

What all of this seems to tell us is that the American people have lost confidence in themselves. I think this is wrong.

During all of this period of self-evaluation, great things have been happening. First of all, we have become environment conscious. We have realized that we must seek a balance between prosperity and a clean environment. This is a very positive result of self-evaluation.

Even though the nation is fraught with inflation and a shakey national economy, we still have the highest standard of living in the world. And over the past 15 years, organizations with a political power base have been speaking out for our nation's poor and brought us to a national admission that everyone must share in our affluence. Through the process of self-evaluation, the plight of the poor has been sharply defined.

While we as a nation pursued a foolhardy policy of using up energy resources with a reckless abandon, we have pulled ourselves up short with the realization that we must conserve our resources and become independent of outside sources of energy. This is now a national goal.

While there is yet much to be done, we can pride ourselves in the progress made in civil rights over the past decade. Here, too, through the process of self-evaluation, the problem of individual rights has been clearly defined and now we know what must be done.

During the past 10 years, the peacemaking efforts of our executive leadership have brought a possible end to this country's involvement in Far Eastern hostilities, and an announced peace prevails in the Middle East.

Much still must be done. But, we should be optimistic about America's future. We are still a people which governs itself. We are still a people which can alter and innovate to cope with a changing society and a changing world.

It is this right to self-determination which is the bedrock of our hope for the future. The right of the people to publicly ask "What is wrong with America?" is at the heart of the question: "What is right with America?"

Frank C. Fitzsimmons

**David Castro, accepts Teamster Union charter No. 1973 from Teamster General President Frank E. Fitzsimmons at charter ceremonies in Monterey, California, last month. The charter covers the membership of 50,000 farm workers who have cast their collective bargaining lot with the Teamsters.**

## Local 1973

# Fitzsimmons Presents Local Charter To 50,000 California Farm Workers

CALIFORNIA Farm Workers took a giant step forward last month in obtaining full collective bargaining rights when they accepted their own Teamster Local Union Charter from Teamster General President Frank E. Fitzsimmons.

Accepting the Charter on behalf of the 50,000 Teamster farm workers was David Castro, who participated in his first strike in the vineyards of California at the tender age of nine in 1934.

Castro and his sister led a group of vine-tiers out of the fields, striking for a pay increase from 16 to 25 cents per hour. Although harassed by the police and the growers, Castro said his group of vine-tiers hung tough and won the pay increase.

Castro will serve as Executive Secretary-Treasurer of the new local union. Other Charter members are Pete Baclig, Cono Macias, Sal Sandoval, Hortencia Vera, L. T. Kennedy, and Louis Uribe.

Obviously proud of the historic moment in the development of collective bargaining in agriculture, Fitzsimmons said of Castro:

"Mr. Castro is a farmworker himself, and so is his family. He knows the fields. He grew up in them."

The Teamster General President showed little concern for a disorganized band of United Farm Worker Union demonstrators outside who tried to break up the Charter ceremonies. Using makeshift signs and banners as battering rams, the Chavistas tried to force their way into the hall, but order was quickly restored.

Said Fitzsimmons at the ceremonies:

"We are proud to have the members of Local 1973 as Teamsters. International union leaders have worked hard and will continue to do so, on their behalf.

"We will stand for them and with them if their rights are challenged. For the first time, there is a strong union of farm workers of their own choosing."

"Local 1973's membership is 50,000 farm workers, primarily in California, and predominantly Mexican-American, like David Castro," Fitzsimmons said. "Brother Castro is a farm worker himself and so is his family. He knows the fields. He grew up in them.

"We are bringing a strong trade union movement into the fields and vineyards, and we are proud of this role and the better working conditions, pay and benefits this development represents for the minority Americans who make up such a large part of the farm work force along the West Coast," the Teamster leader declared.

He vowed that the International Union will continue its push for legislation to provide farm workers with the rights and protection of the National Labor Relations Act from which they are presently excluded.

Western Conference of Teamsters Director, M. E. 'Andy' Anderson joined in the Charter ceremonies, saying:

"Teamsters are proud of the progress we have already made for the workers in a very short time. We are confident that we can do the best job of meeting worker needs and of improving worker conditions, and we are looking forward to the day—not too far off—when the vast majority of agricultural workers in the West will be members of Local 1973.

Accepting the Charter, Castro said:

"It is a great honor to accept this Charter on behalf of thousands of farm workers who are now enjoying the benefits of a Teamster contract.

"And, it is my pleasure to convey their garatitude to General President Fitzsimmons whose determination to provide Teamster representation has resulted in the highest wages, most benefits and best working conditions for field workers anywhere in the United States."

Also joining the Charter ceremonies were Internation Union Vice President Einar O. Mohn, and Western Conference of Teamsters Warehouse Division Director Bill Grami.

# STATE OF THE UNION

## Teamsters And Farmworkers

The year 1973 marked the turning point in Teamster efforts to organize farmworkers.

During 1973, thousands of farmworkers deserted the United Farm Workers of America and asked Teamster representation as their collective bargaining agent.

Petitions from farmworkers seeking Teamster representation during the early part of 1973, led to stepped up Teamster organizing in the fields throughout California.

The organizing drive has resulted in a total of 316 companies and 50,000 workers covered under Teamster contracts, as of June 1, 1974.

The Teamster pacts provide unprecedented wages and fringe benefits for farmworkers.

Under the Teamster Western Agriculture Master Agreement, the minimum salary for general field labor will be $2.535 per hour effective July 16, 1974. Wages for other job classifications will rise as high as $3.36 per hour for a class 1 tractor driver.

Under the Teamster wine grape contract with Gallo Winery, the minimum general field labor wage is now $2.89 an hour and will rise to $3.03 per hour May 1, 1975.

A recently negotiated Teamster contract with the K. K. Larson Ranch provides a minimum wage of $2.52 per hour, the highest table grape wage in the Coachella Valley.

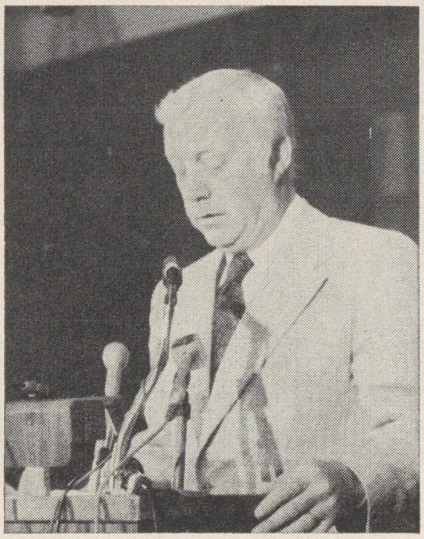
A contract negotiated in May with the N. C. Brun Packing Shed in Stockton provides a minimum wage of $2.85 per hour, rising to $3.05 per hour during the contract's second year.

In addition, all Teamster contracts call for an employer contribution of 10 cents per hour to a farmworker pension fund.

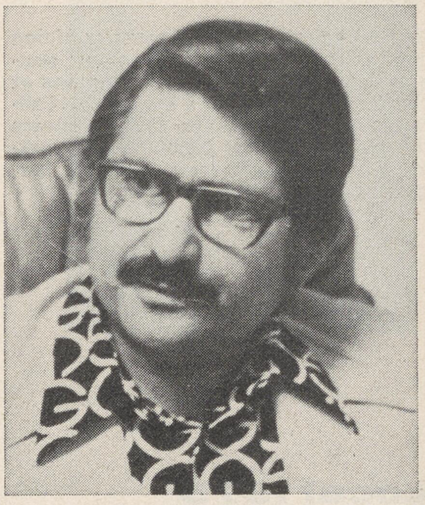
All Teamster contracts also require the employer to cover workers under state unemployment insurance.

All Teamster pacts provide a health and welfare plan, with the full cost borne by the employer.

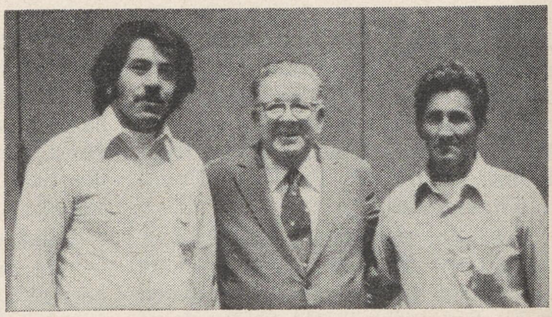
In addition, the Teamster contracts contain provisions for call time pay, vacation pay, jury duty pay, contractural holidays and require employers to comply with all laws concerning worker safety and pesticide use.



Western Conference Director M. E. "Andy" Anderson: "We are confident we can do the best job of meeting worker needs. We look to the day when the vast majority of agriculture workers in the west will be our members.



Executive Secretary-Treasurer of Local 1973 is David Castro who joined with his sister when he was nine years old in leading vine-tiers out of the fields for higher wages. That was in 1934, and he has been at the business of organizing farm workers into collective bargaining units all of his adult life.



Teamster General President Frank E. Fitzsimmons spent several hours visiting with new members of Teamster Local 1973.

At presentation ceremonies, from left to right, David Castro; WCT Warehouse Director William Grami; Fitzsimmons; and Anderson.

Over and above the contract provisions, the Teamster provide a social services department which helps workers in 15 areas ranging from immigration and naturalization to obtaining workmen's compensation benefits.

The social services department has bi-lingual workers available in all seven Teamster offices located throughout California.

During 1973, the department handled a total of 1,429 cases. During the first five months of 1974, the department has handled 2,131 cases, and the total is climbing steadily.

The social services department also works with the county health departments to make sure that labor camps meet state standards. The department is now setting up job training programs, consumer education programs, dental clinics, medical clinics, preschool migrant education, and a food stamp voucher system.

COMMONWEALTH
CLUB OF
CALIFORNIA

**Teamster General President Frank E. Fitzsimmons speaking to the Commonwealth Club of San Francisco in his continuing crusade to gain coverage under the National Labor Relations Act for farm workers. Excluded from the Act as they are, farm workers are denied rights and protections in collective bargaining enjoyed by other American workers.**

### Workers' Rights

# Fitzsimmons Continues Crusade to Cover Farm Workers under NLRA

Teamster General President Frank E. Fitzsimmons continued his drive to get farm workers covered under the rights and protections of the National Labor Relations Act in a speech last month before the prestigious Commonwealth Club of San Francisco.

The Teamster leader called exclusion of farm workers from federal labor law the basic ingredient in the turmoil and violence which has swept California ranches and farms over the past several years as farm workers strive to establish bona fide collective bargaining units.

"The very unfortunate fact about the turmoil, the violence and the economic disruption which you (in California) have experienced is that it need not have happened at all.

"Simply because Cesar Chavez has been able to operate in a legislative vacuum, the rights of the consuming public, communities, workers and employers have been badly trampled upon," Fitzsimmons told the packed house in San Francisco.

"In short, if labor-management relations in agriculture were covered under the provisions of the National Labor Relations Act, or a comparable state law, California would never have had this problem.

"Labor-management relations in agriculture would be peaceful, the rights of agricultural workers would be guaranteed, and when breakdowns in collective bargaining occur, there would be a legal basis for getting things back on the track," Fitzsimmons declared.

In some of the harshest criticism he has yet unleashed on Cesar Chavez and the United Farm Workers Union, Fitzsimmons declared that workers were only pawns in Chavez' attempts to organize California growers and farmers.

"In actuality, Chavez never made any effort to organize the workers into collective bargaining units. He simply ran around the country bringing economic pressure on growers to sign his contracts. Faced with economic ruin, growers did sign his contracts and put their employees into the union. The workers never had any say so in the deal," Fitzsimmons said.

To support his charge that Chavez has never had the loyalty of the workers he seeks to represent, Fitzsimmons said:

"In every strike Cesar Chavez has ever conducted, the workers have been working behind his picketlines. Picketlines have not been manned by workers demanding changes in the wages and working conditions. They have been manned by students, by the clergy and by professional demonstrators," Fitzsimmons charged.

The Teamster general president declared that the product boycott of lettuce and grapes conducted by Chavez and supported by AFL-CIO President George Meany is nothing more than a power play to force 50,000 California farm workers back to a union which they have rejected.

Fitzsimmons noted that at the height of the growing season this year in California, upwards of 50,000 members of the Teamsters Union will be "working in the fields to provide the consuming public with lettuce, grapes, and many other necessary fruits and vegetables.

"And it is important to know," Fitzsimmons said, "that not one of the 50,000 became members of the Teamsters Union without first signing a pledge card or a petition for membership in our union."

Fitzsimmons declared that because farm workers are excluded from coverage of the National Labor Relations Act they do not have the right to secret ballot elections conducted by a government body in which they could vote for membership in the union of their choice. He noted that such a government body, such as the National Labor Relations Board, has the legal machinery to assure that workers are not unduly influenced in such elections and to enforce the mandate of the workers in such elections.

# STATE OF THE UNION

**Brotherhood**

## Teamsters Aid Widow Of Accident Victim

**Mrs. Robert Szczyporski, widow of a Teamster Local 470 member, and her three children are shown receiving a heartfelt gift from her late husband's co-workers. Making the presentation were (left to right) Local 470's William Crean, president, William J. Gormley, secretary-treasurer, and Frank Stoczko, steward at Crown Cork & Seal. The pretty youngsters are Barbara, 7, Steven, 2, and Robert, Jr., 10.**

WHEN Robert Szczyporski, a 34-year-old member of Teamster Local 470 in Philadelphia, Pa., took his turn at driving a long haul for Crown Cork & Seal Co., Inc., he did not know it was going to be his last trip over the road.

Szczyporski piloted his tractor-trailer southward toward the company's plant at Bartow in the central part of Florida. At Lake Alfred, Fla., Szczyporski was one of five persons to die in a flaming wreck of cars and trucks on the highway.

News of the Teamster's death spread quickly over the company's circuit of 240 drivers, all of whom were saddened by the loss of their friend and co-worker who was so well liked. The tragedy was emphasized by the fact that Szczyporski was the first Crown driver to die in a traffic accident in more than 30 years.

The expectable thing happened.

The drivers started a collection of $10 bills for Szczyporski's surviving family of a pretty wife and three young children.

As Frank Stoczko, a Local 470 steward, put it—the collection mushroomed. Before long, every employee in the company was making a contribution, including platform workers who were not members of the union and many company executives.

### Mortgage Paid Off

Soon enough money had been collected that it was possible to pay off the $7,000 mortgage on the Szczyporski home along with $1,500 left over. The gratuity was in addition to the $18,000 check the widow received from the Teamster life insurance fund.

Mrs. Szczyporski and her youngsters were invited to Local 470's headquarters for the presentation of the free-and-clear title on her home along with the additional money. The occasion was a complete, happy surprise for her.

"This is like the old days," commented William Crean, president of Local 470, with a lot of pride. "This is really exceptional because people today aren't as close as they used to be."

## ● Two Victories

Teamster Local 627 of Peoria, Ill., recently won two victories in representation elections conducted by the National Labor Relations Board.

Charles L. Gauwitz, Local 627 secretary-treasurer, said the wins were scored at Fast Foodmakers, Inc., a food products warehouser and distributor where over-the-road drivers voted 14 to 5 in favor of the union, and at the same company the warehousemen and hostlers voted 4 to 2 for Local 627.

## ● Nevada Win

Employees of a Las Vegas, Nev., firm manufacturing eye glasses voted 5-to-3 for representation by Teamster Local 14 in a recent National Labor Relations Board election.

Delmar Seleska, secretary-treasurer of the local union, said the bargaining unit includes analyzers, cylinder machine operators, generator operators, polishers, grinders, related personnel and office and clerical workers.

## Teamsters Set Election Pace In February

**Affiliates of the International Brotherhood of Teamsters, as usual, set the pace in single-union election activity and success last February.**

**The National Labor Relations Board said Teamster unions participated in 145 of the 475 single-union ballots—more than 30 per cent—and won 66 of the 225 such elections won by all unions in that month; for a percentage of nearly 30 per cent.**

**Of the 8,773 employees eligible to vote in units won by all unions in those elections, a total of 1,380—or nearly 16 per cent—selected Teamster representation.**

## Philadelphia Retiree Adds P.S. to Note

**Dear Bro. Fitzsimmons:**

**Being fully aware of the pension problems facing many unions makes me doubly thankful and grateful for my pension and the operation of our union pension fund by our International Teamster organization.**

**I was with Philadelphia Teamster Local 107 for 25 years and the remaining 11 years with Local 470 in Philadelphia for a total of 36 wonderful years with a wonderful group—the Teamsters.**

**Fraternally yours,**
**Frank Kelleher,**
**Philadelphia, Pa.**

**P.S. The only chargeable two accidents I had in 36 years, would you believe it, happened in the barn yards.**

## Police Join Teamsters In S. Dakota

Police departments in two of the largest cities in South Dakota have voted for representation by Teamster Local 749 of Sioux Falls, S.D.

Clem Weber, secretary-treasurer of Local 749, said officers in both Rapid City and Sioux Falls favored the union in balloting.

The first election occurred at Rapid City where officers voted for the Teamster affiliate by a count of 47 to 14.

Officers in Sioux Falls must have been impressed because they later voted for the union by a tally of 86 to 8.

### ● Clerical Win

Office workers employed by Inland-Ryerson Construction Products Co., of Fremont, Calif., voted overwhelmingly for representation by Teamster Local 856 of San Francisco, Calif., in a recent National Labor Relations Board election.

Rudy Tham, secretary-treasurer of the local union, said the bargaining unit included all clerical workers. The vote was 8 to 1 in favor of the union.

## In Massachusetts

# Independents Go Teamster; Win Struggle with Mayor

**All smiles after an 8-week struggle, Teamster and city officials of Fall River, Mass., are shown at the signing of a contract for employees in the city's department of public works (left to right): Seated—James O'Donnell, Local 526 business agent; Fall River Mayor Wilfred C. Driscoll; Anthony J. Materia, Local 526 secretary-treasurer; Standing—Henry S. Gillet, Jr., mayor's assistant; Ronald Lowenstein, city bargaining agent; Daniel A. Sullivan, corporation counsel, and William F. Long, Jr., Teamster attorney.**

MEMBERS of a small independent union of municipal employees in Fall River, Mass.—threatened with the loss of their jobs by an economy-minded mayor—saved themselves recently by affiliating with the International Brotherhood of Teamsters.

Furthermore, the mayor's economy program did not suffer either.

It all started late last winter when Fall River Mayor Wilfred C. Driscoll announced cuts in the city payroll as part of a sudden austerity program.

The biggest whack was to be taken at the employees in the Department of Public Works where more than 90 jobs were to be eliminated, particularly in the area of garbage collection which the city planned to turn over to a private contractor.

When James Cabral, president of the independent union, saw that the small organization was not strong enough to fight the mayor, he sought out help from Teamster Local 526.

Anthony J. Materia, secretary-treasurer of Local 526, listened to the story of the independents and, after thinking it over, decided to take the public works employees into the Teamsters since they were not affiliated with any other major union or federation. The new unit included trash collectors, scavengers, truck drivers, maintenance personnel, and workers at the incinerator, the sewage treatment plant and the city dump.

Local 526 then entered into negotiations with the mayor's office under Materia's guidance, and roughly eight weeks later a successful conclusion was reached and a contract signed.

Rather than wholesale dismissals from their jobs, the city workers instead retained their jobs and gained substantial wage increases to boot when it was proved to the city that little or no savings would be made by hiring a private contractor to do the work.

The contract was designed to comply with changes in the Fall River city budget beginning July 1, 1974, and extending to June 30, 1977.

Materia expressed appreciation to Leonard P. Conte, secretary-treasurer of Teamster Local 866 in Passaic, N.J., for assistance in the negotiations.

## Veterans

# Job Aid for Servicemen Urged by Fitzsimmons

GENERAL PRESIDENT FRANK E. FITZSIMMONS has urged Teamsters Union affiliates to give whatever assistance they can in helping former servicemen to get started in new work careers.

In a letter addressed recently to all Teamster local unions and joint councils, Fitzsimmons noted the International Union's participation in the "Job Information Fairs" that have been held in Europe. The fairs are sponsored by the National Alliance of Businessmen along with the Department of Defense.

General Organizer Fleming Campbell of the Eastern Conference of Teamsters recently returned from his fourth Job Information Fair where he represented the International Brotherhood of Teamsters.

Campbell, along with industry and government representatives, consulted with and advised soon-to-be veterans on job opportunities and training programs available in the United States.

Fitzsimmons commented: "We feel that the Job Information Fairs . . . are a worthwhile endeavor and a patriotic duty to those who have served our country."

### Gives Reminder

He reminded the Teamster affiliates that the various joint councils throughout the country have been designated as referral centers for returning vets, and added:

"I am quite sure that many of the returning servicemen will be looking to you for assistance once they are home, and I urge you to give whatever assistance you possibly can in helping these young men get started in a new career."

## Local 492 Teamster Invited To Truck 'Roadeo' in London

**Wilbur R. Moore, member of Teamster Local 492 in Albuquerque, N.M., and 1974 American Trucking Associations Driver of the Year, is going abroad to demonstrate his driving skills.**

**Moore has been invited to participate in Lorry Driver of the Year Competition in London, England, September 8th. The competition is similar to truck roadeos held in the United States.**

**Brother Moore will compete with regional winners from throughout Great Britain. Sponsors of the event predict that Moore will be the center of attraction at the event which annually attracts a crowd of over 20,000.**

**The Local 492 member and his wife will be sponsored on their trip to London by the International Brotherhood of Teamsters.**

**Moore was selected U.S. Driver of the Year by the ATA for driving over the road for 37 years without a preventable accident. It is estimated that Moore has logged 3,363,750 miles during a driving career which began in 1937.**

## Firing Case Won by Local In Boston

Crown Distributors, Inc., unlawfully discharged a beer salesman because of his support of Teamster Local 25 of Boston, Mass., according to a recent ruling by the National Labor Relations Board.

Affirming the findings of the administrative law judge, the Board said Joseph M. Manning was discharged following an election in a unit of salesmen and merchandising men which resulted in eight votes for the union and eight against. Manning's ballot was the sole vote to be challenged. The judge concluded that Manning was discriminatorily terminated, and that he was an eligible voter. The judge overruled the company's challenge to the Manning ballot.

It was found that Manning was one of the firm's best salesmen. He was fired after the employer learned Manning was a leading union organizer and had helped secure authorization cards from a majority of the salesmen. It was also determined that the employer had ordered a secret surveillance of Manning's route when the salesman was suspected earlier of having pro-union sympathies.

Crown was ordered by the Board to cease the illegal conduct and to offer Manning reinstatement and backpay.

## ● In Pennsylvania

Employees of Break Bulk Distributors, Inc., a warehouse in Etna, Pa., voted unanimously for representation by Teamster Local 249 of Pittsburgh, Pa., in a recent National Labor Relations Board election, according to James M. Burns, Jr., business agent for the local union.

## ● Unanimous

Mechanics and tire installers employed by the General Tire & Rubber Co., auto service center in Royal Oak, Mich., voted unanimously for representation by Teamster Local 299 of Detroit, Mich., in an election conducted recently by the National Labor Relations Board, according to George Kraft, Local 299 business representative.

## Corn Plant Goes Teamster In Indiana

**Workers employed by an Anheuser-Busch, Inc., corn-processing plant in Lafayette, Ind., voted for representation by Teamster Local 1070 in a recent National Labor Relations Board election.**

**Arthur Wall, secretary-treasurer of Local 1070, said 120 workers were eligible to vote in the election in which another union was on the ballot. The count was 64 for the Teamsters, 49 for the other union, and 2 no-union votes.**

**The bargaining unit includes operators, process and control analysts, laborers, maintenance men, starch department and all involved in the syrup operation at the plant.**

## Two Ballots Won by Local In Kentucky

Teamster Local 651 of Lexington, Ky., recently won a pair of representation election ballots, according to Ken Silvers.

Employees of Winges Ready Mix, the last of the unorganized Ready Mix companies in Lexington, voted unanimously for Local 651. The firm had been unorganized for many years.

A heavy majority of the 43 workers employed by Mr. Wiggs Department Store voted for Local 651 in another ballot.

Both elections were conducted by the National Labor Relations Board.

### ● In California

By a better than 2-to-1 margin, workers employed by Merrill Equipment Co., and Cal-Western Ditch Liners of El Centro, Calif., voted for representation by Teamster Local 898 of El Centro.

James W. Ward, secretary-treasurer of Local 898, said 27 drivers, operators, yard and shop men were eligible to vote in the balloting conducted by the National Labor Relations Board. The count was 18 to 8 in favor of the union.

## Other Infractions

# Bargaining Decision Won By Massachusetts Local

VALLEY OIL CO., INC., committed bargaining violations—said the National Labor Relations Board in a recent decision—by negotiating in bad faith with no intention of reaching agreement with Teamster Local 437 of Haverhill, Mass.

In upholding the findings of the administrative law judge, the Board also found Valley Oil guilty of unilaterally discontinuing its policy of providing uniforms to employees and of paying a Christmas bonus, and by subcontracting unit work without consulting the union.

Local 437 members employed as truck drivers and oil burner servicemen went on strike against Valley Oil after nearly six months of fruitless negotiations over 17 table sessions.

The Board also noted that among several unlawful acts of restraint, coercion and discrimination was the company's discharge of five employees for striking.

Valley Oil was ordered by the Board to cease the illegal conduct, offer to reinstate the strikers upon their unconditional application, pay the 1972 Christmas bonus, pay employees deprived of uniforms in the fall of 1972 the dollar value of uniforms unlawfully withheld from them, reimburse tank trailer drivers for losses suffered by reason of employment of part-time help and subcontracting, and finally, to bargain with the Teamster local union upon request.

## Haul Firm Goes Teamster In Alaska

After operating non-union for 20 years, Kaps Transport, Ltd., which will be doing a lot of hauling connected with the Alaska pipeline project, has signed a Teamster contract providing 200 employees immediate wage increases of substantial size.

Settlement was reached following a united approach by Teamster Joint Councils 36 in British Columbia and 90 in Alberta, assisted by Teamster Local 959 in Anchorage and the Western Conference of Teamsters.

In addition to the immediate pay hike, Kaps workers gained increases in health and welfare benefits.

The agreement covers contract hauling, oil field work, and employees in the company's shop.

## Terminal Dedication

**Teamster officials were on hand recently when Express Freight Lines opened a new terminal in Milwaukee, Wis., with the aid of Mayor Henry W. Maier. Shown (left to right) are: Company officials Wayne Edmark, Tom Moore and Harold Rabidoux; Mayor Maier; James Jesinski, Teamster Local 200 secretary-treasurer; Clarence Johannas, Local 200 business agent; Thomas Kritner, company official, and Red Fularczyk, Local 200 business agent.**

## No Opposition

Seven incumbent officers of Seattle Joint Council 28 have been nominated without opposition for four more years as directors of the council's affairs. Left to right, Vice President Marve Eggert; President Arnie Weinmeister; Secretary-Treasurer Fred Wehde; Trustees Bob Mikalson, Jim Clark and Jack Jewell; and Recording Secretary Bob Pavolka.

## Teamster Case

# Board Ruling Opens Door For Disqualifying Union

IN A CASE involving a Teamster local union, the National Labor Relations Board ruled recently that a union can be denied certification as bargaining representative—even after winning an election—if charges that it discriminates against workers on the basis of race, sex or national origin are sustained.

The decision was split 3-to-2 with the dissenters claiming that the majority ruling opens the door for anti-union employers to delay or forestall recognizing a union accused of discrimination.

The ruling went against Teamster Local 390 of Miami, Fla., in a charge brought by Bekins Moving & Storage Co.

The Bekins company claimed the union was disqualified from seeking an NLRB representation election on the grounds that it "engaged in invidious discrimination on the basis of sex and also against Spanish-speaking and Spanish surnamed individuals."

A majority of the Board held that it would consider charges of discrimination against a union prior to issuing a Board certification, but only if the union won the election.

It held that it could not constitutionally certify a labor organization which practices discrimination, and that it would carefully consider each case individually, but would not lend government sponsorship to a delinquent union by recognizing it.

The dissenting view, however, asserted that the time to crack down on discriminatory practices is after the union has been certified and has assumed its legal obligations to give equal treatment to all the workers it represents and has failed in that obligation.

Otherwise, said the dissenters, "there is simply no justification for devising a procedure by which employers opposed to dealing with their employees collectively can delay and forestall the establishment of the collective bargaining relationship."

It was asserted by the dissenting view that the majority was, in effect, "throwing out the baby with the bath" by ignoring the compelling function of permitting workers to express their choice of a union to represent them and by refusing to recognize a union before it had been proven that it was not properly assuming its obligations to all the workers it represented.

The dissenting members of the Board further noted that the majority decision was denying a fundamental right of workers to choose their union "on the mere presumption that the union will fail to discharge its obligations."

It was noted also that the Board, with this ruling, was ignoring other governmental bodies charged with insuring non-discrimination—such as the Equal Employment Opportunity Commission and the Civil Rights Act of 1964.

Finally, it was pointed out that employers are not required "to submit to a certified union's demands that they institute or agree to discriminatory employment conditions."

The NLRB majority was composed of Chairman Edward B. Miller and member Howard Jenkins, Jr., with member Ralph E. Kennedy concurring. The dissenters were members John H. Fanning and John A. Penello.

## ● Iowa Victory

Driver servicemen employed by Suburban Propane Gas Corp., of Council Bluffs, Ia., and Missouri Valley, Ia., voted for representation by Teamster Local 554 of Omaha, Neb., in a recent National Labor Relations Board election, according to Leslie Thieser, vice president of the local union.

## Unit of 200 Gained In Minnesota

**Teamster Local 346 of Duluth, Minn., recently gained a unit of 203 workers with a crushing election victory at Homecrest Industries, Inc., a furniture manufacturing company located in Wadena, Minn.**

**More than 95 per cent of the production and maintenance workers eligible to vote in the election did so, according to Russell Doty, secretary-treasurer of the local union, and 75 per cent of them marked their ballots in favor of the Teamster local union.**

**Doty said the actual count of votes in the election conducted by the National Labor Relations Board was 147 to 48.**

## Hawaiians Gain Boost In Oil Pacts

Members of Teamster Local 996 in Honolulu, Hawaii, gained substantial wage increases in new 3-year agreements negotiated with Union Oil Co., of California and Phillips Petroleum Co.

Both agreements were made retroactive to last March 1st. Besides the wage gains, each agreement provided for improvements in fringe benefits.

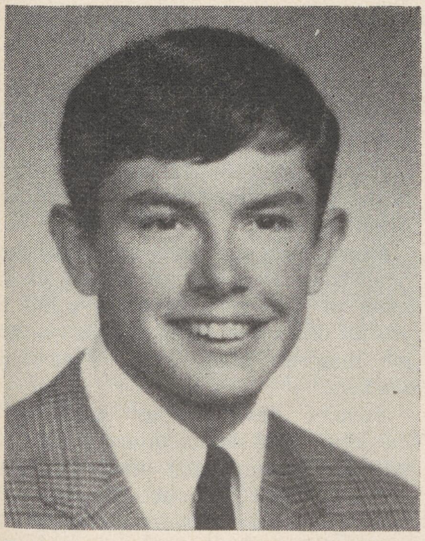
## ● In Missouri

Clerical workers employed by Martin Brower Co., of St. Louis, Mo., voted for representation by Teamster Local 688 in a recent National Labor Relations Board election, according to Mike Dunn, director of organizing for Teamster Joint Council 13.

## ● Glass Win

Workers employed by Gane's Chemical Works, Inc., of Vineland, N.J., voted for representation by Teamster Local 676 of Collingswood, N.J., in an election conducted recently by the National Labor Relations Board.

## Fire Hero



**Both Teamster Local 401 of Wilkes-Barre, Pa., and the management of Consolidated Cigar Corp., at McAdoo, Pa., commended Dan McGill, a member of the union, for his quick action recently in extinguishing a warehouse fire single-handedly. Had the blaze gotten out of hand, it could have resulted in possible loss of life and heavy damage.**

### Teamster Case

# Old-Time Anti-Unionism Surfaces in Arkansas

THAT old-time anti-unionism surfaced in Arkansas recently only to be slapped down by a ruling of the National Labor Relations Board which said, in effect, that modern labor-management relations prohibit such behavior.

Involved in the case were Teamster Local 878 of Little Rock, Ark., and the Coca-Cola Bottling Co., of Blytheville, Ark.

The Board affirmed the conclusions of the administrative law judge that the soft drink company violated the law by interrogating employees as to their voting intentions in a Board-conducted election, by threatening to discharge workers if they did not stop talking about a union at any time or anywhere in the plant after the balloting, and in threatening loss of benefits if the employees voted for Teamsters representation.

The fuss got its start when Local 878 began an organizing campaign at the Coca-Cola plant about a year ago. Things got tense almost immediately as the owners brought in from another plant a general manager who once before had administered the Blytheville facility. His name was John Bell.

It was determined by the administrative law judge that Bell was transferred back to Blytheville in part to work out some management changes and correct deficient operations—but also to handle the company's campaign against the Teamster local union.

Bell wasted no time, according to the judge. He unlawfully interrogated an employee, Fred L. Manning, about his own and other workers' union sentiments about a week before the election. He coerced Manning into giving views on various worker attitudes by leading Manning to review a listing of employee names under headings of, "Company," "Union," and "?".

The display of the detailed list with Bell's comment that this was "how I have it figured out" was calculated, said the judge, to impress Manning with the idea that the company had continually kept its workers under some form of surveillance sufficiently close to enable Bell to estimate the voting desires of at least 25 employees.

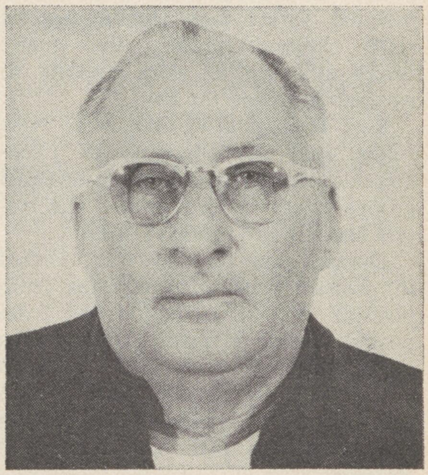
On cross-examination, a foreman admitted having told several employees that he had done a lot of favors for them and "if things do not go right, the company will not go along with it," meaning the granting of such favors. The judge decided the foreman's remarks were coercive.

It was further found that the plant manager assembled all route salesmen for a regular weekly sales meeting and said, among other things: "If I hear any more union talk, or get reports that there has been any there is not a man in this room that I cannot find reason to fire. . ." The judge concluded this was a clear threat of discharge for engaging in union talk—a right protected by law.

Finally, the plant manager was found to have threatened yet another worker with loss of possible promotion if he did not resolve his differences with an anti-union co-worker and forego his own union support.

Coca-Cola of Blytheville was ordered by the Board to cease the illegal activity, and the regional NLRB office was directed to conduct a new election.

## Retires



**Ross Clifton French, a long-time member of Teamster Local 65 in Ithaca, N.Y., was honored with a surprise banquet by his friends and co-workers upon the occasion of his retirement as a milk tank hauler for C. G. Whitaker of Deposit, N.Y., for the past 17 years.**

# SAFETY & HEALTH

### Government Warning

## 'Potent Killers' Lurking In Nation's Workplaces

Previously unsuspected "potent killers" are lurking in some of the five million workplaces in the United States, according to John H. Stender, Assistant Secretary of Labor.

Stender said recently the Occupational Safety and Health Administration will be giving more attention to chemicals, fumes and other health hazards in the future.

Referring to recent revelations that vinyl chloride, a "seemingly harmless chemical" long used in the manufacture of plastics, is the cause of a rare but deadly liver cancer, Stender asked: "How many other chemicals, thought to be relatively harmless, are going to turn out to have tragic and deadly effects on the men and women who work with them?"

Stender noted there are more than 25,000 chemicals used by industry about which relatively little is known in terms of their effect upon workers.

Any company producing dangerous waste products can expect more frequent monitoring for dangerous substances, Stender said. But more information will be disseminated about health hazards, too, and more training will be made available.

Stender said many companies have started to develop "closed systems" and are designing engineering and protective equipment controls.

He said preliminary steps have been taken to protect workers from vinyl chloride. OSHA has published an emergency temporary health standard limiting exposure and will propose a more stringent permanent standard in the near future.

Stender reported that OSHA and the National Institute for Occupational Safety and Health (NIOSH) are embarked on a $3.5 million, 30-month project to propose standards for about 400 of the most toxic substances. He said he expected 40 standards will be proposed in the first year.

## OSHA Finds 468,702 Safety Violations

**Figures published by the Occupational Safety and Health Administration show that OSHA in the past three years has made 138,781 worksite inspections resulting in 91,293 citations alleging 468,702 violations with proposed penalties totaling $11.8 million.**

**The most frequent violations found by OSHA inspectors were improper machine guarding, unsafe walking and working surfaces, lack of enough fire exits, improper electrical grounding and unguarded floor openings.**

**John H. Stender, Assistant Secretary of Labor and chief of OSHA, said that despite a 3-fold increase in inspections resulting in citations from July, 1972, to December, 1973, the rate of contested cases has dropped from more than 7 per cent to 5 per cent, with OSHA winning the decision 86 per cent of the time.**

### Congressman Says:

## Foes Seek to Weaken Safety-Health Law

ONE of the co-authors of the Occupational Safety and Health Act of 1970 claimed recently that many forces still are at work seeking to weaken or amend the law.

Rep. Dominick V. Daniels of New Jersey said the Chamber of Commerce and other management-oriented groups always have opposed the statute and still are against OSHA.

Daniels said the law was enacted to protect working Americans from possible injuries on-the-job and from possible health hazards at the places in which they work. He estimated OSHA saves workers $1.5 billion each year in wages which contribute, in turn, $8 billion to the Gross National Product.

The congressman said working men and women have the right to make a complaint at their workplace if they feel work standards as far as the law is concerned are being violated.

He also said the complaining worker has a right to participate in the inspection and that the employer has no right to discriminate against any employee for filing a complaint with the Occupational Safety and Health Administration.

Daniels declared that he would like to see all safety standards nationalized before the Department of Labor grants individual states the right to enact little OSHA acts of their own.

He also indicated that it was his belief there has not been sufficient research performed by the federal government on the effects of chemicals, fumes and noise on workers' health.

### ● Conventions

A Labor Department survey found that 61 unions hold biennial conventions and 22 unions convene their delegates every five years.

## Retailers Seek Exemption Under OSHA

Small retail businessmen are persistent in submitting requests from federal job safety and health laws, according to John H. Stender, head of the Occupational Safety and Health Administration.

Exemptions are being sought in the retail trade even though employees in some of that type of work stand a greater chance of being injured on the job than do many other American workers.

Stender described as "alarming" the job-related death, injury or illness rate for certain retail businesses. At the same time, the accident rate is causing retailers considerable financial loss.

Stender said he is opposing any exclusions from the law because the first full-year survey of business under OSHA revealed that 8 of every 100 wholesale and retail trade employees suffered a job-related death, injury or illness during 1972.

# The Commuter and His Options

The day may well be in our future when we can commute into crowded urban centers with the relative ease of merely touching a button. But since that day isn't in immediate sight, we'll have to make do with what transportation means are available to us.

Despite a few well-documented problems of modern transportation—four-hour traffic jams, few parking areas, and occasional trouble finding fuel, among others—we intrepid commuters generally have a lot going for us. Particularly, if we use our means of transportation wisely.

For example, the private automobile can be the most expensive way of commuting to and from the city daily—but, the same automobile can also be the *least* expensive way of making the trip if it is used properly. How? A recent study by the Highway Users' Federation offers a revealing answer to that question—as well as tackling with authority other commuting questions that long have been unanswered.

The study deals in-depth with the economic costs of a so-called "typical 10-mile daily trip to work by car, bus, or rail, to and from the downtown areas of urbanized centers with a million or more population." Backed by an impressive offering of authoritative fact sources, the Federation compiled the cost figures after the outcome of a careful evaluation of the many economic factors relating to the individual trips.

By breaking down the per-person economic costs of commuter trips, the Federation found that:

- When a sole occupant completes the 10-mile trip by automobile, he'll have found the most expensive way of commuting. Costs of this transportation arrangement were found to be $2.64 for the trip.
- Cost of a comparable ride by rail transit, "kiss and ride" style, was the next most expensive at $2.52. "Kiss and ride" involves at least two persons making two trips to a train station—once in the morning to "kiss" the other off, and another in the evening.

If—somehow—you could manage to walk to the rail station, you could lower average commuting costs to $2.46. And by leaving your car at the rail station where it will be ready for your return trip home, you can shave off another 33 cents. Or. better yet, take a bus to the rail station and lower costs for train travel to some $1.66.

### 'Pooling It' Is Cheaper

Two occupants in an automobile shave auto commuting costs in half—down to $1.32. Add a third to liven up the conversation and you're down to a very reasonable 88 cents per person daily cost. Four occupants ring in at 66 cents; six at 44 cents.

For a bus trip, the costs ranged from 86 cents for a conventional inner-city trip to around $2.25 if the bus is traveling on exclusive "bus only" lanes—notable examples being in Los Angeles County, New York, New Jersey and Washington, D.C. Costs are higher here, the Federation notes, because passengers must help pay for operation and maintenance of the bus lanes which greatly vary depending on the type of facility.

By way of explanation, cost figures cited in the study include "all the basic costs to commute to and from work." Incidental, out-of-pocket costs are not included. Auto costs, then, include operation, parking and capital costs in addition to "passing on" costs of highway building and maintenance on a pro-rated basis. Rail transit and bus costs reflect depreciation, insurance, account engineering and construction. What makes the automobile trip so expensive is that all the costs of operation must be borne by the driver and passengers.

### Examine The Options

The Federation went on to examine a few of the options available to cost-conscious commuters. The carpool, the study found, is by far the most *economical* method of commuting, but it is not always the most *practical*. Many persons choose to pay the price for riding to work alone because their jobs require the use of the car during the day, or because they work odd hours, or any number of other reasons.

By taking advantage of "how-to-carpool" literature available from the American Automobile Association, various insurance companies, and private businesses, you can at least investigate the possibility of "pooling it." You may have to go out of your way somewhat, but the trade-off in time, energy, and money may make the project a worthwhile possibility.

The day is not too far off, city planners agree, when cars with fewer than, say, three riders will not be permitted to enter the inner-city. While vast people-mover systems still are reserved for the near future, some cities have begun to experiment with such innovations as "computerized club car," radio-dispatched vehicle which uses a computer to arrange for efficient passenger pick-ups.

Six metropolitan areas in the U.S. make use of extensive rapid rail transit systems, with at least a half dozen more planned for construction during this decade. Rail travel is fast, reasonably comfortable, and less expensive than single occupant auto travel. However, there are factors to consider before using rail transit—like, how do you get to the station? Can you rely on trains being on schedule? But, figure out the alternatives, determine their practicality, and go from there.

### Don't Forget The Bus

You might wish to give another look at bus travel. Excluding taxis, bus rides make up 7 out of every 10 public transportation patrons. The study found bus trips on conventional city streets to be dramatically less in cost than for either single-occupant automobile or rail transit trips. One distinct advantage of bus travel is that passengers generally do not have to pay fares which reflect the entire costs of bus operation.

Express routes, exclusive lanes, new improved bus designs, and special auto fringe parking areas are working to make bus travel more appealing. Just now we are beginning to see a new breed of buses—such as "Dial-a-bus" which will be computer programmed to leave normally-travelled routes to pick up special passengers like the elderly and handicapped.

To serve as viable means of getting from here to there, methods of transportation must first of all be suitable to the commuters. Convenience has been of the essence, but we are fast approaching the day when economy will dictate our commuting habits. We can prepare today for that time by pledging to at least consider all the alternatives available to today's commuter.

# STATE OF THE UNION

## Teamster Case

### Striker Rights to Welfare Returned to Lower Court

The controversy over the rights of needy strikers to welfare payments has been tossed back to the lower courts by the U.S. Supreme Court in a 5-to-4 decision.

The high court said rulings on such cases must be determined "on the merits." The decision was made on a technical point and not on the issue itself—that is, the right of the states to pay welfare benefits to needy strikers.

Involved in the case were Teamster Local 676 of Collingswood, N.J., and the Super Tire Engineering Co. The firm brought suit against New Jersey welfare officials as well as the local union. The company sought an injunction to halt payments to strikers, but while the petition was still in the courts, the strike was settled.

Then the issue became whether, as the Teamster local union insisted, the petition was "moot."

Super Tire continued to press for a decision on whether New Jersey had the right to pay welfare benefits to strikers even when they were eligible for them on the grounds of need.

A district court rejected the union argument, but dismissed the petition on the grounds that Congress was the proper place to decide whether the payments could be made. A court of appeals, however, decided that the case was moot and should be dismissed on that basis.

The Supreme Court has now decided that Super Tire still has an interest in determining whether New Jersey can continue making the welfare payments and that the court of appeals should conduct further proceedings "on the merits" of the controversy.

The five Justices constituting the majority were: Harry A. Blackmun, who wrote the decision; William O. Douglas, William J. Brennan, Jr.; Byron R. White, and Thurgood Marshall.

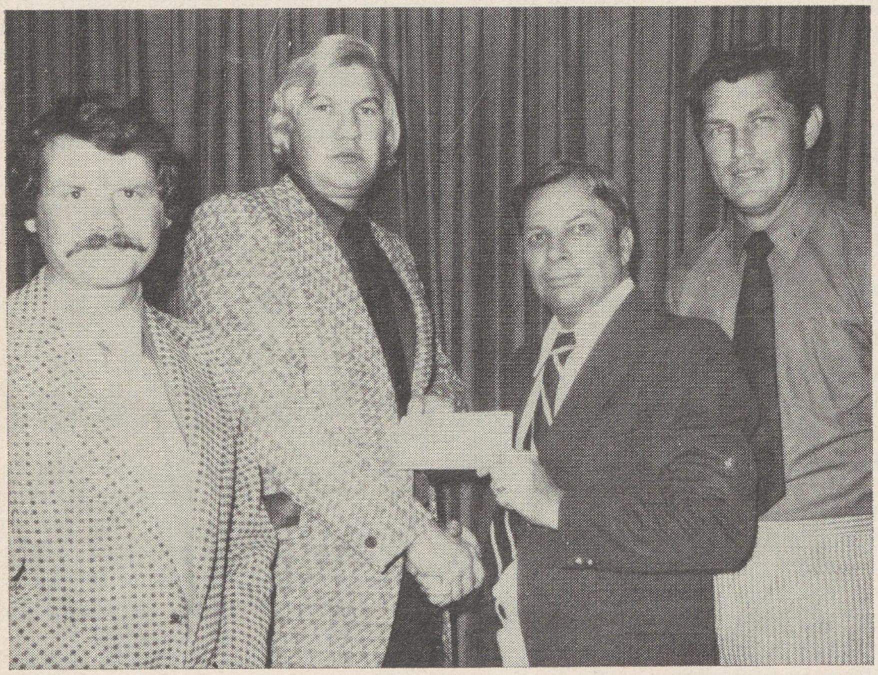
Dissenting were Justice Potter Stewart, who wrote the dissent; Chief Justice Warren E. Burger and Justices Lewis F. Powell and William Rehnquist.

The dissenters declared that the court was going back on an old precedent—that it should not become involved in advisory opinions "having no effect on any actual matters in controversy."

They cited numerous previous court decisions which recognized that the U.S. Constitution forbids federal courts to review moot cases. The dissent, as did labor, declared that the Super Tire case was clearly moot since the strike was already over when it was heard in the courts.

Justice Stewart concluded: "The doctrine of mootness is already a difficult and complex one, and I think that the court today muddies the waters further by straining unnecessarily to distinguish and limit some of the few clear precedents available to us."

## $7,000 Backpay



**Teamster Local 886 won a $7,000 backpay check for one of its members, Melvin Borneman, an engineer discriminatorily discharged by KOCO Channel 5 in Oklahoma City, Okla. Local 886 won the complaint before the National Labor Relations Board but Borneman refused reinstatement while accepting 100 per cent of back wages due. Shown are (left to right): George McCaffrey, attorney; Borneman; B. H. Pannell, Local 886 president, and Leo Snow, assistant business agent.**

## ● Delaware Win

Drivers and warehousemen employed by Liebman & Co., a retail furniture firm in New Castle, Del., voted overwhelmingly for representation by Teamster Local 326 of Wilmington, Del., in an election conducted recently by the National Labor Relations Board, according to Richard McClintock, Local 326 organizer.

## ● Unanimous

All warehouse workers employed by Certain-Teed Products Corp., of La Mirada, Calif., voted unanimously for representation by Teamster Local 952 of Orange, Calif., in an election conducted by the National Labor Relations Board, according to Lee Kearney, secretary-treasurer of the local union.

## ● In California

Warehousemen employed by Carson Distribution Center in Carson, Calif., voted for representation by Teamster Local 692 of Long Beach, Calif., in a recent National Labor Relations Board election, according to Roy Kruse, Local 692 business representative.

## Newspaper Win Achieved In Louisiana

Teamster Local 5 of Baton Rouge, La., won a convincing election for an unusual bargaining unit in a recent representation vote conducted by the National Labor Relations Board.

Allen L. Jones, acting secretary-treasurer of the local union, said the victory was scored at the Baton Rouge *Capital City Press* daily newspaper.

The bargaining unit numbers 162 and includes composing room employees, floormen, operators, tape punchers, machinists, proofreaders, composing room apprentices and regular part-time workers.

More than 95 per of those eligible to vote in the NLRB election cast their ballots to give the Teamster local union a majority of nearly 80 per cent. The vote tally was 124 for the union and 32 against.

## ● Ohio Victory

Drivers employed by Schaefer's Bakery, Inc., in Springfield, O., voted by a 3-to-2 margin for representation by Teamster Local 654 in an election recently.

Don C. Hager, Local 654 business agent, said 28 drivers were eligible to ballot in the National Labor Relations Board election. The tally was 15 to 10 in favor of the union.

## ● In Michigan

Drivers and warehousemen employed by Bermingham & Prosser of Kalamazoo, Mich., voted for representation by Teamster Local 7 in a recent National Labor Relations Board election, according to Jack Brand, president of the local union.

## ● Indiana Win

Truck drivers employed by Doxsee Food Corp., of Terre Haute, Ind., voted unanimously for representation by Teamster Local 144 in a recent National Labor Relations Board election, according to George L. Hanks, president of the local union.

## Fire Commissioner

Rudy Tham (right), IBT general organizer, was appointed fire commissioner for the city of San Francisco for a third term by Mayor Joseph Alioto (center) recently. At the oath-taking ceremony, Tham was presented with a plaque by Ben Leal (left), president of Teamster Local 856, on behalf of the local union.

## Driver Honored

Robert Woodruff (left), a member of Teamster Local 764 in Milton, Pa., was named driver-of-the-year recently for Follmer Trucking Co., of Hummels Wharf, Pa. Making a presentation to Woodruff are Neil Wildt (center), safety director for the company, and Alfred Byrd, secretary-treasurer of Local 764. Woodruff and 198 other Follmer drivers were honored with a safety banquet by the company for accident-free records. Woodruff's record is 30 years without an accident.

**Energy and Inflation**

# Vacation Travel Made Easier By Carefully Planning Ahead

"I travel not to go anywhere, but to go," the venerable author Robert Lewis Stevenson once wrote.

And so it may be with we American vacationers. We don't care so much about where or how we are going, as we long to just get away from the routine for that short period of time we call . . . the vacation.

Today, however, is a different story. Faced with the twin problems of energy crisis and inflation, most of us are taking more time and care in planning our summer recreational time.

Usually, summer and an annual vacation are two prospects most Americans eagerly await each year. Tourism in the United States has become a multi-billion dollar industry. In 1973, for example, an estimated $125.0 billion was spent on leisure activities, more than we expended for anything else in our lives, other than food.

This year, though, repercussions from the energy emergency which recently rocked our nation still linger to shadow our vacation plans. In its wake, many Americans have turned from the luxurious, travel-packed trips enjoyed before, in search of ways to spend their leisure time closer to home and free of energy-related worries. Worry about where the dollar's value will be a year from now also adds caution to the vacationer's prospective itinerary.

Today, thanks to union-won vacations, federal legislation creating long three-day weekends, and earlier retirements, we are finding ourselves with more and more leisure time. How to spend it, amid energy woes, is exactly what most families wonder as they make their vacation plans.

Summer, 1974 undoubtedly will be like all others in one respect. Few of us will give up our vacations entirely. After a year's work, it's a rest we both need and want. And no lack of gas is going to stop us.

Vacationers this year are changing their habits, though. Instead of cross-country trips in motor homes or long car excursions, travelers will be centering most of their activities within a gastank of home or will rely on public transportation such as buses, trains or planes (which are more economical energy-savers) when going long distances.

But what might seem at first a discouraging prospect can be one full of fun, once you start digging into all the places available for you to go, and things to do, see and hear. Diversity reigns. This is the year for the traveler to let his imagination go. Even the long-distance traveler gains. He'll arrive at his destination and get off the plane or train cool and relaxed. Before he would have been irritable, edgy and disgruntled after several days locked in a car. If a need for transportation arises, gas for a rental car may be easier to obtain, than if your auto runs out in the middle of a desert or turnpike.

Is there someplace you'd like to see, maybe within a few miles of home, that you've never taken time for before? The nearby park is one place to start. Many national parks offer varied recreational facilities—among them, horseback rides, play equipment, bike rentals, train rides, children's zoos and fishing—something for everyone, including mom who can turn everybody loose and relax. There are more than 200 national parks in access to major metropolitan cities, the National Park Service estimates. Countless other state and local parks abound too. One might be easy to reach from your home.

Another feature of parks' vacations or visits is that some provide facilities for camping, motor homes and recreational vehicles. By doing some advance planning, you can check with the National Park Service to find out where the one nearest to you is. But if you plan to camp, get there early in the morning, when other campers are leaving. These sites fill quickly and no reservations are accepted in most of them. The best way to plan it this year is to pick one destination and stay there, rather than trying to see as many different places as possible. You'll save both gasoline and composure.

Within your state or city are other points of interest. Have your children ever seen the battleground, monument, pond or farm near your home? Many of us pass things like this daily without taking the chance to explore them or explain them to our children. Summer '74 might be a good time to check these out. If there are beaches or lakes nearby, you might want to try them, too.

Many would-be travelers are opting for another style vacation instead. After years spent on the roads, they are glancing toward their own backyards as sources of enjoyment and pleasure.

This summer can be a time of real diversity and fun, if we let our imaginations wander. Most of us have some hobby we've always wanted to try. Why not start on your vacation? Bicycling, volleyball, croquet, lawn sports like darts and badminton, golf, swimming and other self-propelled activities are all ways to have fun in the sun without worrying about energy. Backpacking, horseback riding, sailing and tennis are other popular pastimes. They also are great ways to take off excess pounds and trim up, things most of us need. A home vacation shouldn't be all work, though. You don't get a chance to relax that way.

Enjoyment is the key. You may find that this type of recreation is a welcome change from the long trips that used to wear you out. And just the chance to get acquainted with neighbors, while sitting on your porch or in the backyard, makes the housebound, air-conditioned homeowner the winner in an at-home style vacation.

### Tips for Traveling

But for those intrepid souls who will face anything to get away to some favored vacation retreat, we offer the following hints on travel:

- Careful planning is important. Resorts close to metropolitan areas on a tankful of gas will be packed. Make reservations now if you plan a visit.
- Consider vacationing in a large city and touring its environs by bus.
- Some vacation areas are offering package deals that include gas for your return trip. It's an option worth checking.
- If you plan on renting tents or other camping equipment, reserve it now. Camping vacations will be popular this year.
- Check schedules of state or national parks if you plan to camp in them this summer. Some may close on Sundays and you'll want to know in advance so that you can plan accordingly.
- Nearby overseas resort areas—the Caribbean, Hawaii, even Canada and Mexico—all report increased numbers of reservations. Get your name in early if you plan a trip to one of these vacation spots.
- If you plan a trip to Europe, remember the dollar is more stable there this year. It will buy about one-fifth more on average, something to be considered in financial planning.
- Get travel reservations in early. Cruise ships will accept reservations as much as a year in advance. Amtrak and airlines will accept them several months in advance, so the earlier you make your plans, the better.
- Allot extra money for special fees to pay for increased fuel costs on charter-plane flights. Keep checking to make sure the trip is still scheduled.
- In foreign countries especially, consider a guided tour. It will make your traveling easier.
- If you plan to go somewhere by public transportation and then rent a car, get confirmation of the rental in writing to avoid disappointment on your trip.
- Tourists planning to travel in Europe should check into a Eurailpass before leaving the U.S. It may prove cheaper than buying separate train tickets if you travel a lot. The only problem is that they must be purchased before you leave home.
- Consider bus tours arranged by motel operators in popular resort areas, saving your gas, if they are available.
- Some motels are offering discounts to visitors, providing three nights' stay for the price of two over week-ends when service stations are closed, obtaining tickets to nearby tourist spots at cut rates. Ask about these bargains, especially in parts of the country where fuel is in unusually short supply.

National parks are offering more educational and recreational programs this summer—nature hikes, lectures on plants and animals, and historical tours. Find a place with interesting events and plan your activities around that park, if you're worried about gas. You'll find attractions most visitors miss.

College resorts and farm holidays are other sources of unusual vacations. Ferrum College in Ferrum, Va. offers one package vacation with use of a campus apartment, swimming pool and recreational facilities. Ohio has more than 20 family farms which offer city dwellers a chance to see where the things we eat come from, as well as opportunities to fish, swim, or picnic. Many similar programs exist and are worth checking.

By all means, before you leave, have your car checked. Arrange to have someone look after your house, too, if possible. Insure that doors are locked, deliveries have been stopped. Let someone know your itinerary. In an emergency, it makes reaching you much easier.

Above all, vacations are a time for relaxation and fun. So whatever you do, however you decide to spend your time, make the most of every minute of it.

## Stahl Honored

**Teamster Local 682 of St. Louis, Mo., recently honored Carl (Red) Stahl for his 40 years of service to construction drivers by presenting him with a digital wristwatch at a dinner. Shown on the occasion are (left to right): Seated—E. E. Walla, president of Local 682; Stahl, long-time administrative assistant to Walla; Robert Sansone, vice president; Ben Bond, recording secretary; Standing—Ray Snelling, trustee; Joe Bufalo, secretary-treasurer; Anthony Parrino and Paul Renaud, business representatives of the local union.**

# MISCELLANEOUS

## Farah Aftermath

# Consumer Educational Picketing Upheld by NLRB Judge Ruling

THE right to conduct consumer educational picketing such as was carried on in the Farah boycott campaign was affirmed recently by an administrative law judge of the National Labor Relations Board.

The judge dismissed charges brought by Mason's Department Store of St. Louis, Mo., and the Farah Mfg. Co., last year against the Amalgamated Clothing Workers of America. They had claimed that the union conducted illegal boycott picketing of the department store.

The Farah strike has since been settled by the capitulation of the company, but the NLRB finding was considered significant in view of other boycott campaigns being carried on by unions in other strike situations.

In his decision, the judge found that the ACWA had clearly notified Mason's that its Farah boycott picketing was educational in nature and was directed to "shoppers only".

"This sign is not directed to the employees of this store or to the employees of any other employer doing business with this store and is solely directed to the consumer," the picketing sign read.

In the light of this and other evidence that the picketing was not an unfair secondary boycott, the judge said:

"The Supreme Court has held in its decision in *Tree Fruits* that merely because a consumer picketing is effective to reduce a secondary employer's sales of a struck product of the primary employer and has, therefore, a possible effect which might lead the secondary employer to drop the item of the primary employer, such picketing does not constitute coercion contemplated by Section 8(b)(4) (National Labor Relations Act) for the unlawful object of causing the secondary employer to cease doing business with the primary employer.

"Rather, the picketing falls within the protection of the proviso to Section 8(b)(4). This being so, it follows that the informing of an employer that a union, in this case the ACWA, contemplates a consumer education picketing of a struck product handled by a secondary employer, in this case Mason's, is no more than, at most, a threat to conduct lawful picketing.

"It follows that if picketing for purposes of consumer education is lawful, as decided by the Supreme Court, then certainly the threat by ACWA to engage in such lawful picketing is also protected and not violative and does not contain a threat to picket generally for the unlawful object of coercing Mason's to cease doing business with the primary employer, Farah."

Accordingly, the judge ruled, the ACWA had not violated the secondary boycott provisions of the NLRA.

## Collective Bargaining Given Plug

**Peter G. Nash, general counsel for the National Labor Relations Board, gave the American system of collective bargaining a strong plug recently during an appearance at a labor relations seminar.**

**Nash said the system not only will endure but it is worth saving, and noted that the alternatives were less than desirable.**

**"It seldom gains public or news media attention," he said, "but our system works thousands of times each year."**

## Teamster Cagers

C.C.C.
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INDUSTRIAL LEAGUE
Y.M.C.A.

This championship basketball team composed of members of Teamster Local 401 in Wilkes-Barre, Pa., won the YMCA industrial division crown in competition last winter. Shown (left to right) are: Kneeling—Joe Kott, Mike Chernigo, Lou Cheeka, Dale Hollodick, and Phil Liszka, player-coach; Standing—Lou Falk of the YMCA; Jack McGoff, Consolidated Cigar Corp., plant manager; Joe Teprovich, John Teprovich, Dave Rinker, Jesse Hiles, Allen Witkowski and Don Matyas, manager. Players missing at the photo session were Mike Longo, Jeff Yeager and Wayne Kapish.

## ● Unanimous

Drivers and warehousemen employed by Weyerhaeuser Co., in Richmond, Va., a wholesaler of wood building material products, voted unanimously for representation by Teamster Local 592 in a recent National Labor Relations Board election, according to G. F. French, secretary-treasurer of the local union.

## ● Job Network

The U.S. Employment Service, a major unit of the Manpower Administration, directs the federal-state employment service system and has 2,400 local offices across the nation.

# MISCELLANEOUS

## IRS Considers Strike Benefits To Be Income

Any strike benefits paid to union members are considered income to the individual by the Internal Revenue Service.

In addition, Internal Revenue Code, Section 6041, requires that if—in the course of business—payments of $600 or more are made to an individual in any taxable year, that the local union making such payment shall render a true and accurate return to the individual and the IRS, setting forth the amount and name and address of the recipient of such payment.

The forms designated for use are the Form 1099, U.S. Annual Information Return, and Form 1096, Annual Summary and Transmittal of U.S. Information Returns.

If any additional monies are paid by the local union as remuneration for services—such as walking a picket line—this money would be considered "wages" and would be subject to all state and federal withholding requirements.

## ● In Connecticut

Drivers and platform workers employed by Ellis Motor Lines, Inc., of Torrington, Conn., voted for representation by Teamster Local 677 of Waterbury, Conn., in a recent election conducted by the National Labor Relations Board, according to Anthony Bocci, business representative of the local union.

## ● Chicago Win

Workers employed by Lewis Screw Co., voted almost unanimously for representation by Teamster Local 710 of Chicago, Ill., in an election conducted by the National Labor Relations Board recently, according to William D. Joyce, secretary-treasurer of the local union. The bargaining unit has 23 people.

## ● Carolina Win

By a 7-to-3 majority, drivers employed by Cooley Delivery, Inc., of Charlotte, N.C., voted for representation by Teamster Local 71 in a recent election conducted by the National Labor Relations Board, according to W. C. Barbee, president of the local union.

## Dart Gun Gift

As a gesture of civic service, Teamster Local 397 of Erie, Pa., recently gave a dart rifle to the City of Erie so that police officers—when confronted with unmanageable dogs—can shoot them to sleep and remove them harmlessly. Shown at the presentation ceremony are (left to right): Harry Aylsworth, Local 397 recording secretary; Cass Dombrowski, Local 397 secretary-treasurer; Joe Santone, Local 397 president; Mayor Louis Tullio; Officer Williams; Joseph Sinnott, Safety Division, and Police Chief Sam Gemelli.

### In Union Contracts

## Normal Retirement Age Now Averages 62 Years

AGE 62 is becoming increasingly the normal retirement age for Americans lucky enough to be working with the benefit of collective bargaining agreements.

One of the nation's largest consulting and actuarial firms in the employee-benefits field, Martin E. Segal Co., of New York City, analyzed recent collective bargaining agreements and found that already about two-thirds of all persons making claims for Social Security retirement benefits are under the age of 65.

Many of the workers are retiring because they have become eligible for full benefits from private plans at the age of 62.

Greater impetus in this direction is evidenced by provisions in about 400 new union contracts covering some four million workers that were negotiated in the final six months of 1973. Overall, the recently negotiated pension plans, said Segal, are geared to stimulate earlier retirement.

One type of pension that is getting increased recognition is full retirement benefits after 30 years on the job, regardless of age. Although still not widely used, this developing concept in precedent-setting agreements is likely to encourage their use in the future.

The Segal company also noted that some company pension supplements—for which the non-union worker has no guarantee—which make up for the lack of Social Security benefits in retirement before the age of 62 are becoming standard in large manufacturing industries where wages are relatively high.

## Oklahoma Retiree Pens Appreciation

**Dear Bro. Fitzsimmons:**

**I just wanted to let you know how much I appreciate the benefits I am receiving and have received throughout the entire time I was a member of Teamster Local 41 in Kansas City (21 years). I am retired now and really enjoying my pension and all the other benefits. It has made a dream come true for me. Thank you so much and may God bless you and the International Union.**

**Fraternally,**
**Earl D. Proffitt,**
**Tulsa, Okla.**

# Congress Debates Three Different National Health Plans

One of organized labor's top legislative goals in recent years has been the passage of a medical plan that can meet the health needs of all the people at a price they can afford to pay.

Serious and costly illness or accident can strike anyone and, in the absence of adequate health insurance, the result is too often financial disaster for the families of working men and women.

While proposals for national health insurance have been bandied about in congressional debate for several years, the current session of the 93rd Congress appears to be drawing near a final compromise version of national health insurance. Advocates of federal minimum standards to ensure families against bankruptcy in times of illness or accident are pressing hard for action this year. While the issue may not come to a vote this year, it appears certain that Congress will lay all the necessary groundwork toward arriving at critical decisions regarding the scope and operation of national health insurance.

The three plans now receiving serious consideration are the Griffiths-Corman Health Security Program, the Administration's Comprehensive Health Insurance Plan, and the Kennedy-Mills Comprehensive National Health Insurance Act.

The Committee for National Health Insurance recently drew a list of comparisons and contrasts of the three bills—their scope, financing, benefits, administration, and so on.

Following are summaries of CNHI's findings:

## NATIONAL HEALTH SECURITY PROGRAM

### Griffiths-Corman
### (S-3) (HR 22-23)

#### CONCEPT

**Access to full health services as a right under one program.**

**Universal comprehensive health insurance for all U.S. residents regardless of age or income, including built-in cost and quality controls. Guarantees that all Americans receive the same high-level benefit coverage.**

**Abolishes Medicare, most of Medicaid, and some 19 other governmental programs which provide personal health services and integrates them into the universal plan.**

## COMPREHENSIVE HEALTH INSURANCE PLAN

### The Nixon Plan
### (S-2970) (HR-12684)

#### CONCEPT

**Three programs: (1) Employer Health Insurance Plan (EHIP) requires all employers to offer basic insurance package for their employees. (Employees may elect not to participate);**

**(2) Assisted Health Insurance Plan (AHIP) requires States to contract with insurance carriers for coverage of low-income persons and high-risk individuals. (Voluntary participation by individuals.)**

**(3) Continuation of Medicare Plan covering those 65 and over with certain modifications.**

**All three plans use private insurance carriers as intermediaries.**

## COMPREHENSIVE HEALTH INSURANCE ACT

### Kennedy-Mills Bill
### (S-3286) (HR-13870)

#### CONCEPT

**Health Insurance as part of the national system of Social Security, similar in structure to Medicare:**

**Two programs: (1) Persons under 65 to be covered by a basic insurance plan financed with increased Social Security taxes. (2) Medicare retained for the aged with expanded benefits.**

**Both plans use private insurance carriers as fiscal intermediaries.**

| | | | |
|---|---|---|---|
| FINANCING | Health Security Trust Fund derived as follows: 50% from general tax revenue; the balance from a 3.5% Health Security tax on employer payroll; a 1% employee tax on the first $15,000 of individual income; a 2.5% tax on the first $15,000 on self-employment income. | EHIP—Employer must pay 65%, 75% later. Employee pays 35%, 25% in three years.<br>AHIP—General revenues subsidize private insurance coverage for low-income and high medical risk persons. Premiums, deductibles and co-insurance adjustment based on income.<br>Medicare Plan—Uses present Social Security tax system and current 1.8% of payroll to $13,200. (.9% employer and .9% employee). Also requires $90 annual premium.<br>Medicaid—Certain state medicaid programs continue. Additional $1 billion annually required in state payments for new AHIP program. | Basic Plan—Individuals pay a tax of 1% on the first $20,000 of income from any source (including welfare benefits). The self-employed pay a 2.5% tax on the same $20,000 income base. Employers pay a 3% payroll tax. Federal and state contributions subsidize cost of covering low-income persons.<br>Medicare—Financed through a continuation of the 8% payroll tax on employer and employee. A new "Part C" benefit package for long-term care to be financed by voluntary individual premiums of $6 a month for persons over 65. Additional subsidy of the long-term care package from state revenues now committed to Medicare program.<br>Medicaid abolished. |
| BENEFITS | Benefits cover the entire range of personal health care services including prevention and early detection of disease. There are no cutoff dates, no co-insurance, no co-deductibles, no waiting period.<br>Some limitations on adult dental care, psychiatric care, nursing home care and drugs. Provides pilot project benefit for the chronically ill and aged.<br>Emphasis on preventative medical care with maternity and child care with no limitations; eye examinations, developmental vision care, ear examination with no limitations, family planning. | Benefits offered by all three plans for hospitalization and out-patient care would be identical but require extensive co-insurance and deductibles. Only those participating in program covered.<br>Limitations on dental care, drugs, psychiatric care, preventative care, home health services, eye care, nursing home care.<br>Deductibles in EHIP of $150 for all services except drugs with family maximum of $450. EHIP co-insurance of 25% after paying deductible. Maximum family deductibles and co-insurance, $1,500. Deductibles and co-insurance also under AHIP and Medicare. | Present medicare benefits are retained but expanded to include a limited drug benefit, unlimited hospitalization and a voluntary long-term care program.<br>Basic plan, after deductibles are met, includes inpatient hospital services, physician services, 30 days hospitalization for mental illness, certain preventative services, blood and blood products.<br>No deductibles for families of four with incomes under $4,800. Deductibles are graduated according to a means-test for families with incomes between $4,800 and $8,000. Families with incomes in excess of $8,000 pay a per person deductible of $150 with $300 family maximum.<br>Co-insurance—families with incomes of $4,800 to $8,000 pay a graduated co-insurance based on a means-test. Families with incomes in excess of $8,000 pay a co-insurance of 25% on all services until the total of family expenditures for deductibles and co-insurance reach $1,000. After that, full coverage. |
| QUALITY CONTROL | Establishes quality control commission and national standards for participating professional and institutional providers. Regulation of major surgery and certain other specialist services; national licensure standards and requirements for continuing education. | Relies on physician-controlled peer review organizations, i.e., Professional Standards Review Organizations. | Relies on physician peer review organizations. Includes all services not just institutional services. Regulation of major surgery and certain other specialist services. |

| Griffiths-Corman | The Nixon Program | Kennedy-Mills Bill |
|---|---|---|
| **COST CONTROL**<br>Operates on annual national budget, regional budget, negotiated prospective budgets for hospitals and other institutions, negotiated budgets for HMO's and pre-paid group practices and negotiated budgets of physicians in solo practice charging on a fee-for-service basis. | **COST CONTROL**<br>Insurance company premiums to be controlled as they are at present—by "competition" and state insurance commission regulation.<br>Physicians to be paid on fee schedules but may charge patients above fee schedules.<br>Deductibles and co-insurance designed to make consumers increasingly "cost-conscious" so they will not "over-utilize" service and would seek least costly medical services when they need them. | **COST CONTROLS**<br>Contains some incentives to improve the delivery system although the effectiveness of cost and quality controls will be substantially weakened by the private fiscal intermediaries. |
| **LAID-OFF WORKERS**<br>No loss in coverage because of unemployment or plant layoffs, shutdowns, cutbacks, etc. | **LAID-OFF WORKERS**<br>Coverage continues for 90 days after termination of employment or layoff. Then individual or family has the option to continue coverage at employers group rate for an additional 90 days if individual or family pays full premium themselves.<br>Has option to seek other coverage after this. | **LAID-OFF WORKERS**<br>Coverage continues after layoff but workers must pay 1% tax on any income including unemployment benefits or welfare. |
| **ADMINISTRATION**<br>Publicly administered program in Department of HEW, five-member, full-time Health Security Board appointed by the President. Ten HEW regions, 100 sub-regions. Advisory councils at all levels with majority of members representing consumer. | **ADMINISTRATION**<br>Private insurance companies. Medicare retained, Medicaid abolished except for long-term care benefits. | **ADMINISTRATION**<br>Independent Social Security Administration responsible for collection of taxes and administration of Trust Fund. Contracts with private insurance companies to handle benefit payments as fiscal intermediaries. (As in the Medicare Program.) |

# LEGISLATIVE REPORT

## Box Score on 93rd Legislative Session

*EDITOR'S NOTE: Below is a scorecard-glance at legislation pending before the U.S. Congress which is of particular interest to Teamster members and their families. A special report on congressional debate on a national health care bill begins on page 22 of this issue of the* International Teamster.

**Congressional debate continues this month** on the three major proposals for revamping America's outmoded health care delivery system. The three proposals are the Griffiths-Corman National Health Security Program, the Administration's Comprehensive Health Insurance Plan, and a so-called compromise bill, the Kennedy-Mills Comprehensive Health Insurance Act. Main differences of the three bills (see story elsewhere in this issue of the *International Teamster*) are in the areas of financing and administration. Hopes are high, however, that the Congress will eventually mold a compromise bill which will work toward improving health care in the U.S. at a reasonable cost to all Americans. Because several factions in Congress consider passage of a "clearly adequate" health care bill a preference to a hurried-through-Congress bill, the committees studying the legislation are expected to move slowly and deliberately. Every indication is that no final compromise bill will make it to the floor of the 93rd Congress before it adjourns this fall.

**The Senate has voted 53-42 to support** a no-fault auto insurance measure that should significantly reduce the costs of auto insurance and provide faster payment of medical expenses and lost earnings resulting from auto accidents. Several amendments which would have weakened the bill were voted down by substantial margins, leaving a final version that labor generally supports. Under the bill, much of the administration of no-fault auto insurance would be left to the states to oversee, with all states having four years to enact no-fault insurance programs that would meet minimum federal standards. All motorists, then, would be required to purchase automobile insurance that would pay expenses resulting from injury, without regard to who caused the accident. Injured persons also would be restricted in the extent to which they could sue for damages. The so-called "leave-it-to-the-states" approach in handling auto insurance now goes to the House Interstate and Foreign Commerce Committee which, thus far, has taken no action on the measure.

**After four years of procrastination and debate,** the House has ordered reported a new product warranty bill. Even though the bill is "somewhat weakened," according to the committee chairman John E. Moss (D-Calif.), the bill would require manufacturers who offer full warranties on products costing over a certain amount to repair any defects within a reasonable time and without charge. The committee refused, however, to include a provision of a companion Senate bill that would grant the Federal Trade Commission authority to seek injunctions, initiate court proceedings, and represent itself in suits involving consumer fraud. Passage of the legislation, which now has been assigned to the House floor for consideration, seems imminent . . . and a clear indication that Congress will be much more receptive to consumer interest legislation in days ahead.

**The easing of the energy crisis may have contributed** to the action of the House to defeat emergency energy legislation which would have rolled back crude oil prices and given the President authority to ration fuel supplies. The 191-207 recorded vote marked the first time that legislation which would roll back oil prices failed to obtain a majority vote in either the House or Senate. A new bill originating in the House now is under committee consideration to close loopholes in the law with respect to treatment of taxes and royalty payments of the oil industry.

**The highly-touted postcard voter registration bill** has fallen victim of a House action to refuse to consider the bill. The measure would have established a Voter Registration Administration in the General Accounting Office to run a register-by-mail system. Every two years, persons would register to vote by sending to appropriate state or local election officials registration forms delivered to them by the Postal Service. While the bill was victim of a very close vote—197 for, 204 against—it nevertheless appears certain that the legislation will not wind its way through Congress again this year. There is still hope, though, that the bill to make the voter registration process considerably easier will reach congressional approval next term.

**With the national unemployment rate** hanging around 5 percent, the House has begun hearing proposals to revise the federal-state unemployment compensation program. Rough draft legislation in House committee would extend benefits to a number of eligible persons in areas where unemployment is very high. Labor generally is hopeful of holding out for a federal benefit standard of two-thirds of an unemployed worker's weekly wage up to a maximum of the full amount of statewide coverage.

**The Senate has rejected an employer-backed attempt** aimed at making strikers and their families ineligible for food stamps, regardless of needs. The measure was beaten back on a 52-31 tabling vote after the Senate's most conservative members from both parties rallied in support of the anti-striker amendment. The measure had been previously rejected on two occasions in both the House and Senate.

**It doesn't look as if the U.S. will be going metric** any time soon. A plan to establish a nationwide board to plan for the voluntary conversion to the metric system was effectively killed in the House early last month. The 153-240 roll call vote pushed back efforts of some agencies to bring the metric system of standards and weights into general, everyday practice in industrial America.

**There was good news for labor publications** recently when the Senate voted overwhelmingly to slow-down steep postal rate increases scheduled for non-profit and labor publications, such as the *International Teamster*. While the proposed increases weren't cut back, the bill will phase the increases over a 16-year period instead of 10 years.

**Impetus is gaining in Congress now** to come up with a new federal bargaining law. Proponents of the legislation feel that the new law is needed because present bargaining structures are unsound because they are administered by management. The bill would establish a new Federal Labor Relations Authority which would "deal with unit determinations, certification of bargaining representatives, prevention of unfair labor practices, and resolution of collective bargaining deadlocks."

**Because the U.S. is facing several critical shortages** in industry, a new agency to warn interested parties of the impending shortages may be in the offing. A recent General Accounting Office report noted that the government has "no clear, coordinated decision-making mechanism for formulating policies to alleviate commodity shortages." Accordingly, a new bill has been introduced in the Senate to establish an agency in the Commerce Department to predict and forewarn American industry of critical commodity shortages.

### For Worker

## Garnishment Protection Gains Under New Minimum Wage Law

A WORKER must now earn more than $60 in disposable earnings for a single workweek before his paycheck can be subject to garnishment.

The reason for the increased protection is because the amount of earnings not subject to garnishment increased from $48 to $60 last May when the new $2-an-hour federal minimum wage went into effect.

"Disposable earnings" is the amount remaining after mandatory withholdings for federal, state and local taxes and for Social Security.

"Earnings" generally include wages, salaries, commissions, bonuses, and payments made under pension and retirement plans.

Optional withholdings, such as for life and health insurance, union dues, or savings bonds are "disposable earnings" and are not exempt from garnishment.

If an employee's disposable earnings are more than $60 but less than $80 in a workweek, only the amount above $60 is subject to garnishment. If he earns more than $80, no more than 25 per cent of disposable earnings over $80 can be garnished.

The earnings of any individual which are pay for personal services are protected, whether or not the individual is covered by the minimum wage law.

The federal wage garnishment law was passed in 1970 as part of the Consumer Credit Protection Act. It limits the amount of pay that can be garnished and protects the employee from being fired because of garnishment for a single indebtedness.

Three instances in which the federal restriction on garnishment does not apply are: (1) court orders for support of any person; (2) court orders under Chapter XIII of the Bankruptcy Act, and (3) debts owed for federal or state taxes.

Most states have wage garnishment laws of their own. When these laws conflict with the federal provision, the law resulting in smaller garnishment applies.

## States Comply With 55 mph Speed Limit

**All 50 states are now in compliance with the national speed limit law of 55 miles per hour and have posted new signs where needed, according to Norbert T. Tiemann, federal highway administrator.**

**As a result, Tiemann explained, the Federal Highway Administration can continue to approve new federal-aid road projects in every state.**

**The Emergency Highway Energy Conservation Act, signed into law by President Nixon last January 3rd, provided that states failing to comply with the law by March 4th would not receive approval for any new federal-aid highway projects.**

## Coors Beer Loses Case Before FTC

A federal appeals court has upheld a 1973 order by the Federal Trade Commission requiring Adolph Coors Co., long an anti-union firm, to stop fixing the price of its beer.

The court found that Coors, the nation's fourth largest brewing company, pursued a policy of wholesale and retail price fixing and engaged in other illegal anti-competitive business practices.

It was noted by the court that Coors' primary method of dealing with its distributors so as to force them to follow the beer company's policies was to threaten them with loss of business by exercising a cancellation clause in its contracts.

Besides fixing, controlling and maintaining prices at both the wholesale and retail level, the court said, Coors imposed illegal territorial requirements on its distributors and used illegal methods to coerce draft beer accounts into carrying Coors beer exclusively.

## Summer Jobs Program Set For Youngsters

Three hundred million dollars will be distributed by the Department of Labor among 500 manpower programs to facilitate the hiring of 700,000 economically disadvantaged youngsters for summer work.

Labor Secretary Peter J. Brennan said a third of the money was being made available immediately to regional offices of the Manpower Administration so that programs could be developed by municipal sponsors and ready to go about the time school vacation came along.

# LEGISLATIVE REPORT

## UN Report

## Overseer Panel Recommended For Multinational Companies

A UNITED NATIONS panel of blue-ribbon specialists has unanimously recommended the creation of a permanent commission to develop a "code of conduct" for relations between multinational companies and governments.

The purpose of the commission would be the seeking of ways to harmonize the activities of the global companies with the economic plans of developing nations.

The 20-member panel was organized by the UN's economic and social council to specifically study the impact of multinational corporations on the economies of the world.

A year's study by the special panel resulted in a 195-page report which cited the need for more information about multinational companies.

L. K. Iha, former Indian ambassador to the United States and chairman of the panel, stated that multinational corporations are not especially agents of development because "the technology they employ, the products they market, may not always be the right ones for a developing country."

He continued:

"Only if the right choices are made can they make a truly significant contribution to a country's development. . . The United Nations should be ready to assist developing countries, on request, in making the right choice and even in assessing the kind of terms on which they should seek the cooperation of multinational corporations."

## Unionism or Not?

## Doctors Ruptured by Dispute Over Guidelines for Internes

A PROPOSED set of guidelines for the care and training of internes has given the American Medical Association a splitting headache because of the organization's ingrown fear of unionism.

Opponents of the suggested guidelines denounce them as a big step toward unionization of all doctors.

Those favoring the guides say young physicians will be helped and encouraged to join the AMA which has suffered a staggeringly steady loss of membership in recent years.

Already approved by the AMA's board of trustees, the guidelines proposal will come up for consideration at the next AMA convention this coming winter.

The proposal deals with the relationship between hospitals on the one hand and internes and resident physicians on the other.

On a practical basis, the guide would serve as an outline of basic principles to be applied to contracts between hospital housestaff and the institution in which they serve.

Housestaff means internes, resident doctors and other young physicians in training. Technically, they are employees of the hospital and participate in patient care—but they also are being trained. The educational aspects of their programs are of prime importance.

The bone of contention is: To what extent are educational programs for doctors amenable to contracts to the union-management type?

Foes of the proposal are most unhappy because it contains references to collective bargaining, *plus the statement that collective bargaining contracts are recommended.*

Dr. David Axelrod, chairman of the AMA committee that set up the proposal, said it defined the housestaffers in terms of working conditions, training obligations of the hospital, and related factors.

He said unionism is not the issue, but added that collective bargaining might well be appropriate in some places although inappropriate or perhaps even illegal in other areas.

The main purpose of the proposed guide is to improve the teaching atmosphere at hospitals and give real evidence to young doctors that the AMA is concerned with their problems and worthy of their membership.

The situation has not always been like that, however, with the AMA performing most often like a sort of professional super union garnished with extreme exclusiveness. In those days, internes and resident doctors received only token pay and worked extraordinarily long hours.

Today, AMA spokesmen claim, an interne often starts at about $10,500 a year and receives regular raises as he progresses through his residency training. The figure has not been verified, however, by any government agency.

## Old-Timer Retires

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Phone 1671-J

**Joseph Muscarello, a long-time member of Teamster Local 449 in Buffalo, N.Y., retired recently after 44 years as a truck driver. His last employer was Friona Bros., Inc., of Niagara Falls, N.Y., but in this old photo he is shown with a mare and wagon with which he peddled bread for two years starting at the age of 17**

# Legislation, Politics, Government

- **THE LEAGUE RELENTS**

After a long and bitter debate at its San Francisco convention, the League of Women Voters agreed to end its long-standing policy of barring full membership to men. The vote was 969 to 433 in favor of the proposal which was rejected two years ago.

- **CONSUMER OFFICIALS' CONFERENCE**

The first national conference of state and local consumer officials was scheduled for Washington, D.C., in mid-June, according to Mrs. Virginia Knauer, special assistant to the President for Consumer Affairs. Mrs. Knauer said the purpose of the meeting was to improve federal-state consumer program relationships.

- **CALIFORNIA ACTION**

The California State Assembly recently approved legislation prohibiting pay toilets in publicly-owned buildings. The state's action is the latest victory in a campaign against pay toilets that has been sweeping the country.

- **PAPERWORK RELIEF**

Sen. Henry Jackson of Washington introduced a bill to relieve some of the paperwork burden placed upon small business by federal law. Noting there was a need to improve the "crazy-quilt patchwork" of reporting requirements, the Senator said there are now about 6,000 public use forms along with another 3,000 or so forms connected with the Internal Revenue Service.

- **VOTER REGISTRATION BEATEN**

The House of Representatives, by a vote of 204 to 197, thumbed down a bill that would have allowed voters to register by postcard for federal elections. The bill was similar to one that passed the Senate last year by a vote of 57 to 37. The House action means the bill is probably dead for the remainder of the session.

- **SHULTZ DIALOGUE COMING**

George P. Shultz, who retired recently as Treasury Secretary and held several top jobs in the Nixon Administration through the years, says he will write of his experience in government work. One of the most respected of Nixon's appointees, Shultz now is an executive vice president for one of the nation's largest construction firms.

- **INFLATION HITS ELDERLY**

A report from the Senate Special Committee on Aging notes that while all Americans have been hit hard by inflation, the nation's elderly—with generally fixed incomes—have been the chief sufferers. It's estimated that nearly 3.5 million Americans aged 65 and over still live in poverty.

- **MULTI-NATIONAL POWER**

The power of lobbyists for multi-national corporations was spotlighted in the House of Representatives recently. The House Ways and Means Committee rejected a proposal to close the huge tax loophole that permits the world-wide companies to postpone their American taxes on profits made abroad until they are returned to the United States. The multi-national lobby also successfully killed a proposed compromise to tax 50 per cent of the deferred taxes.

- **SUGAR ACT KILLED**

The House killed the Sugar Act with a vote of 209 to 175 to free the market for the first time in 40 years from government subsidies, import quotas and complicated pricing formulas that worked to the detriment of the consumer. Contributing to the defeat of the restrictive law were consumers groups, organized labor and even big industrial users of sugar.

# For Your Information

## • Teenagers Should Know

Teenagers about to enter the workforce should know that many employers will not hire workers unless they have a Social Security number.

Delaying application for a Social Security number may prevent or impair the chances of good employment, because the employer is not apt to wait around when he needs to fill in his workforce.

The Social Security Administration recommends making application for a Social Security number several weeks in advance before seeking employment.

Information on how to get a number may be obtained at any Social Security office of which there are many located in all major cities.

## • Tomb Hunters

American scientists plan to use a specially designed radar system to try and find the hidden tomb of one of Egypt's pharaohs in or beneath a pyramid built nearly 4,500 years ago.

The search for the tomb of the pharaoh, Chephren, in the pyramid he built at Ghiza—second oldest of the pyramids—will be made by scientists from the Stanford Research Institute of Palo Alto, Calif.

Chephren was the son of Cheops, the pharaoh who built the first pyramid called "the great pyramid."

**Visitors to Peking, China, agreed recently that the toughest job in that country is being a stenographer. The Chinese typewriter can have up to 5,850 characters. If a stenographer can type 11 words a minute, she is considered skilled.**

## • Am-Ex Capitulates

The American Express Co., has agreed to allow merchants honoring its credit cards to offer discounts to consumers who pay cash.

The policy announcement followed agreement by the Consumers Union to drop its antitrust suit against the credit card company.

Consumers Union called the settlement a victory and said cash-paying customers might expect price cuts of from three to six per cent when not using their credit card.

## • Safety Belt Incentive

The Department of Transportation is developing a program to provide incentive grants to states that adopt safety belt use laws.

The incentive program, to be administered by the National Highway Traffic Safety Administration under the 1973 Highway Safety Act, would give states equal to as much as 25 per cent of their apportionment of federal highway safety funds.

Such grants would be given for the fiscal year in which the safety belt use laws are enacted and in each subsequent year through fiscal 1976.

## • Smallpox Victory

The head of the World Health Organization predicted recently that the world will have seen its last case of smallpox by 1975.

Making the forecast was Dr. Halfdan Mahler, director general of the WHO, who said the organization's smallpox eradication program has met with tremendous success and will justify the cost of the program to its member states.

The number of countries in which smallpox was endemic at the start of the smallpox campaign in 1967 was 30. Now only four countries suffer. The last confirmed case of smallpox in the United States occurred in Texas 25 years ago.

## • Fraternity Revival

Membership of fraternities and sororities on college campuses is up an estimated 15 per cent this year from a low point in 1970-71.

There are generally two reactions to the increase in Greek letter memberships. One view claims the frats are more socially aware than in the past; the other says the increase can be attributed to economics because the frats provide cheaper living facilities.

## • Corporate Responsibility

An officer of a corporation cannot invoke the Fifth Amendment to protect corporate records, even should he happen to be the sole owner of the corporation.

That's a point that, while well settled in basic law, continually comes up in tax cases. Federal courts always brush aside any taxpayer's claim of Fifth Amendment privilege in a corporate tax case.

## • GE 'Democracy'

In Chicago recently, the General Electric stockholder meeting was billed as GE's "day of democracy"—until votes came on two proposals.

One proposal required the multi-billion-dollar corporation to reveal how much it spent for political purposes and to influence elections. The second vote was on a charge from the floor that GE was not paying its overseas workers a living wage.

GE officials in charge of the stockholder meeting simply sat comfortably on the stage and smiled indulgently. They knew there were more than 182 million voting shares of GE stock outstanding—and that they had tied up 82 per cent of the stock in commitments.

Needless to say, both questions were defeated by staggering margins.

**Recent research has revealed that the dollar and dollar sign originated in Germany in 1520 when Count Stephen Schlik of Bohemia started minting a coin called the "thaler" which became the "dollar" in English.**

## • Cow Burp Energy

Texas highway officials suggested recently that the energy shortage could be solved in part by harnessing cow burps.

According to their theory, career ecologists have figured out that cows burp 50 million tons of hydrocarbons into the atmosphere every year.

It is further estimated that 10 cows burp enough gas in one year to provide all the space heating, water heating and cooking requirements of a small house.

## • Oil Profits and Taxes

The six major oil multinational companies in the United States last year paid a total of $642 million in domestic income taxes on total net profits of $6.7 billion.

All told, the gross revenues of the six companies totaled nearly $50 billion in 1973. Under present U.S. law, the oil companies may deduct taxes paid abroad from their domestic tax burden. Other items that reduce their taxes are the oil depletion allowance and intangible drilling costs.

As a consequence of the tax structure:

—Exxon last year had a profit of $2.44 billion on a worldwide basis but paid only $333 million in domestic income tax.

—Mobil reported worldwide taxes of $4.6 billion but paid only $50.4 million in U.S. tax.

—Texaco's worldwide profit was $1.3 billion, but paid only $30 million to the U.S. treasury.

—Gulf Oil's domestic sales alone reached more than $4.6 billion last year but the company paid federal income tax of only $23 million.

—Standard Oil of California had a total tax burden last year of $1.9 billion, of which only $41.5 million went to the U.S.

—Standard Oil of Indiana had sales and revenues of $6.5 billion last year and paid $165 million in federal income tax.

## • Stamp Reaction

There has been mixed reaction from stamp dealers to the U.S. Postal Service selling stamp collecting kits and albums through postoffice displays and in mailing brochures to postal customers.

Some dealers welcome the idea, saying that in the long run it can only help business. Other dealers are not so sure, fearing that the mail company is making inroads into their business and that the idea of stamp collecting is not being sold in the right manner.

## • GI Loan Interest

There is now a higher interest rate on homes purchased with GI loans.

The maximum allowable interest rate on mortgages was increased last May from 8.5 to 8.75 per cent under a joint agreement between the Veterans Administration and the Department of Housing and Urban Development.

Government officials asserted that had the maximum interest rate remained at the lower figure, veterans would have found it difficult, if not impossible, to get VA-backed loans from private lenders.

It was noted that the increase to 8.75 per cent does not apply to mobile home loans for veterans.

## • Unleaded Gasoline

Government officials expect few problems in providing the unleaded gasoline that 1975 automobiles will require to meet higher exhaust-emission standards.

Russell E. Train, administrator of the Environmental Protection Agency, said the only shortage of unleaded gasoline may appear in rural areas. Even there, he said, the problem should be minor and temporary.

Distribution of unleaded gasoline was scheduled to begin July 1st.

## • Men's Liberation

While it's a little late in coming and is more of a reaction than a premeditated movement, men's liberation is in the diaper stage of development and is showing signs of walking early.

The initial men's liberation conference was held recently in New York City. The agenda was devoted to planning techniques for organizing into groups as well as trying to establish goals for a national movement. The sessions more or less wilted into a series of workshops and not much really came out of the meeting.

Most of the delegates to the conference seemed intent on discussing among themselves—and with the many women who surprisingly attended—what their problems were as men in relation to women.

## • Weather Test

Scientists from 70 nations have begun a massive, 100-day study of weather and sea conditions in the southern part of the Atlantic Ocean.

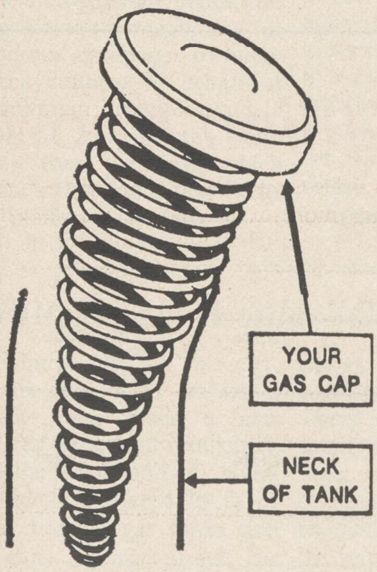
Altogether, some 4,000 observers are using ships, planes and satellites to make a detailed survey of space-to-ocean-floor over a 20-million square mile area. The United States and the Soviet Union are the most heavily involved in the project.

The tropical region under study is described as the "boiler" of the giant heat engine that dominates the earth's atmosphere. One purpose of the research is to track the origin and development of tropical storms.

# WHAT'S NEW

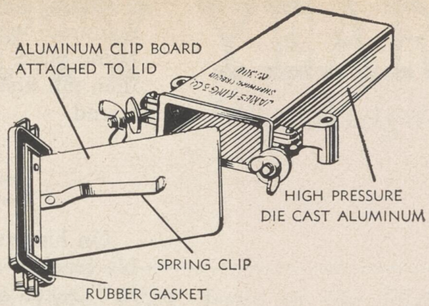
## Cup Holder

Gripper suction cup holder goes where you go . . . anywhere, car, boat, camper, motor-home, home, truck, travel and vacation says its manufacturer. No more spilling of your drinks, cannot come loose, and will hold glasses, bottles, cans and paper cups; will stick to any smooth nonporous surface, and is completely adjustable in any position. Simply rotate tray for vertical or horizontal use.



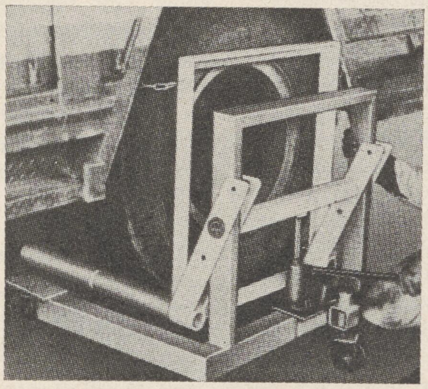
## Gas Protector

This new gas protector makes your gas tank siphon-proof. Fits every car, truck and any other vehicle on the road. Easy to install, the manufacturer declares "it positively prevents siphoning of gas from tank". Priced at $2.98.


ALUMINUM CLIP BOARD ATTACHED TO LID
HIGH PRESSURE DIE CAST ALUMINUM
SPRING CLIP
RUBBER GASKET

## License Box

A water tight license box for trailers, trucks and dollies is now available. Special features include: clip board attached to lid so papers cannot blow away; rubber gasket in lid to seal out all moisture so papers are kept dry; front of box is a handy marking board for certain service records or dates; easy to mount on outside of trailer or in cab.

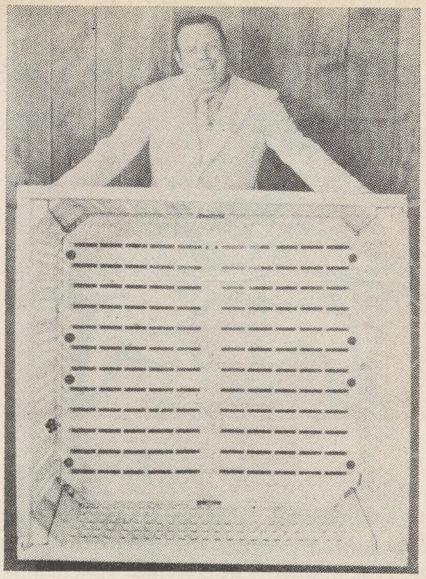


## Wheel Dolly

Removal and installation of truck wheel and tire assemblies weighing up to 1,500 pounds is the purpose of this new mobile dual and wheel dolly. A hydraulic jacking mechanism, swivel casters and an adjusting screw are designed to simplify alignment of assemblies and help prevent bearing and oil seal damage.

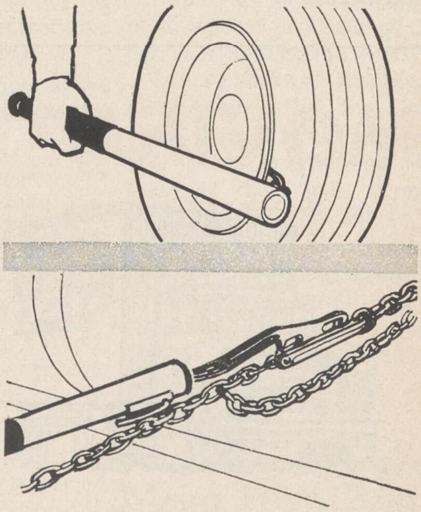
*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsementt or recommendation. All performance claims are based on statements by the manufacturer.**



## Pallet-Based Container

A molded plastic pallet or field container having its own pallet base has been marketed. The container is 45 inches square and 30 inches high. It offers up to 26 percent side ventilation and 16 percent bottom ventilation for air circulation. It weighs 97 pounds and can be used for cold storage of fruits and vegetables in the degreening room or for interplant handling, the company reports. If a side is damaged, it can be replaced.



## Binder Pipe

A revolutionary new truck operator's multi-safety tool binder pipe has been marketed. Man-sized latex rubber grip permits safe, positive control over locking and release load binders. Hefty, permanent hook permits fifth-wheel disengaging of trailer from tractor with no more damage to clothing or injuries.

# LAUGH LOAD

### Not A Bed Idea!

This fellow went to a psychiatrist, complaining that he kept seeing strange animals parade under his bed at night. The doctor said he could solve his problem with a series of treatments at $50 each. The patient said he would think it over. Later the psychiatrist saw the man and asked about his problem. "Oh, my brother solved my problem for me . . . everything's fine now!" he replied.

"Oh," exclaimed the doctor, "is your brother a psychiatrist?"

"No," said the ex-patient, "he's a carpenter . . . he sawed the legs off the bed!"

### Sporting Proposition

A bachelor was left in charge of his infant nephew and was faced with a crisis. He telephoned one of his friends who was a parent and asked to talk the situation over.

"First, place the diaper in position of a baseball diamond with you at bat. Fold second base over home plate. Place the baby on the pitcher's mound—then pin first and third to home plate," instructed his friend.

### Crooked Family Tree?

On his first day at school the little boy was telling his teacher about his dog. "What kind of a dog is he?" asked the teacher.

"Oh, he's a mixed-up sort . . . kind of a cocker scandal!"

### Several Reasons

"No license, lady?" growled the traffic cop. "Don't you know you can't drive without one?"

"That explains everything," she said. "I thought it was because I was nervous and nearsighted that I hit two cars and ran into a fire hydrant."

### Hopeless Case!

The little boy came home from first grade after his first day in school and announced that he wasn't going back. Asked why, he replied: "Well, I can't read and I can't write and the teacher won't let me talk!"

### Real Dog-Face

First Recruit: "What is the first thing you'd do if you got hydrophobia?"

Second Recruit: "I'd bite the sergeant."

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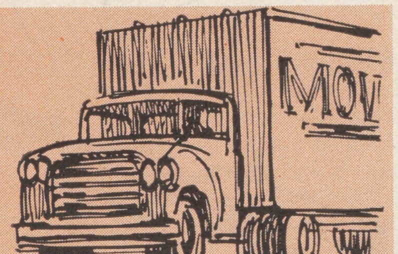
## MOVING? *Let Your Local Union Know!*



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LEDGER NO..................................................................................
(If unknown—check with Local Union)

NAME OF EMPLOYER....................................................................

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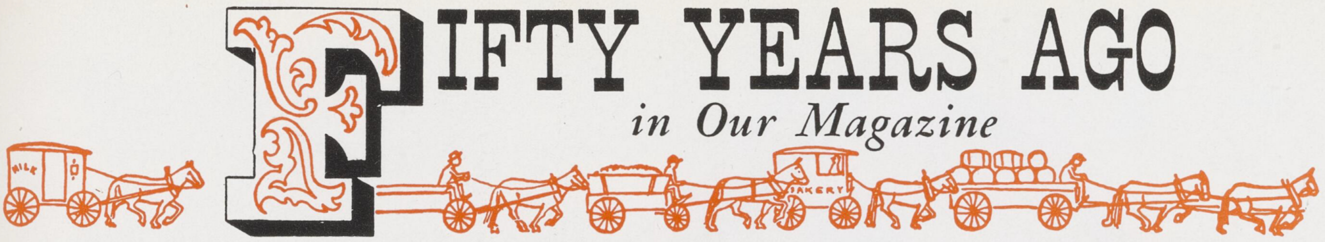
# FIFTY YEARS AGO

*in Our Magazine*



**VOLUME XXI** ***From the June, 1924, Issue of the TEAMSTER*** **NUMBER 6**

## Labor Opens 1924 Non-Partisan Campaign; Presents Twelve Demands

Washington.—With a declaration addressed to the American people entitled, "American Labor in the Campaign," the American Federation of Labor has fired its first big gun of its 1924 political battle.

The declaration contains 12 demands. It is issued by the executive committee of the A. F. of L. National Non-partisan Political Campaign Committee. This committee is composed of Samuel Gompers, president of the A. F. of L.; Frank Morrison, secretary of the A. F. of L., and James O'Connell, president of the metal trades department, A. F. of L.

The non-partisan committee is organizing the machinery for a vigorous campaign throughout the country in behalf of humanitarian principles and in favor of candidates who espouse these principles which is labor's first indication of its 1924 platform demands:

"No special privilege is sought in any of the requirements set forth by labor. On the contrary it is sought either to abolish some existing special privilege or to meet some condition brought into being by the constant development of new relationships and new methods in the world of industry, commerce and politics.

"The American labor movement asks no favors from the government. It asks nothing from the government which men and women can do for themselves. It demands, above everything else, the opportunity for self-help. It prefers the direct relationships and contacts of industry to the devious, indirect and frequently deceptive methods of politics. Nevertheless, government exists for a purpose. Laws are necessary for the maintenance of civilization.

"But it is as important to have laws that encourage and permit as it is to have laws that discourage and prohibit.

"Those laws for which labor contends fall into certain classifications.

"First, laws to protect the helpless.

"Second, laws to abolish special privilege and to free industry for the working out of its purely industrial problems.

"Third, laws to make government more responsive to the needs of the people and to deprive courts of the power to rule as well as to adjudicate.

The specific demands included in the declaration are:

Immigration — A policy of strict exclusion is imperative for many years to come.

Child Labor—Support of the child labor amendment to the federal constitution.

Adjusted compensation for ex-service men.

Affirmatively absolute recognition of labor's right to organize, to bargain collectively through a union and through representatives freely chosen, to work or to cease work collectively, and collectively to withhold or bestow patronage.

Demand for final and complete abolition of the power of courts to issue injunctions in labor disputes under circumstances where no injunctions would lie if no labor disputes were in existence.

Repeal of the railroad labor board sections of the transportation act and the establishment of negotiation and co-operation between employes and railroad managements.

Repeal of anti-trust law which is now only used against labor.

Restricting power of United States Supreme Court through adoption of an amendment to the federal constitution which will permit Congress, by a two-thirds vote, to pass any law set aside by the Supreme Court.

Aid for Agriculture—Labor will support every constructive measure offered by agriculture in the future as it has done in the past.

Taxation — Sharply graduated income and inheritance taxes favored. Sales tax declared a "deceptive device by which those least able to pay would be compelled to bear the heaviest proportionate burden."

Volstead Act—Modification favored "so as to permit the manufacture and sale of 2.75 per cent wholesome beer."

International Relations—"Labor holds that the United States should seek and cultivate every international relationship that will promote world peace. Labor favors 'the combination of the free peoples of the world in a common covenant' and would approve our entrance into the present League of Nations and the World Court."

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## *Pittsburgh Would "Gas" Strikers*

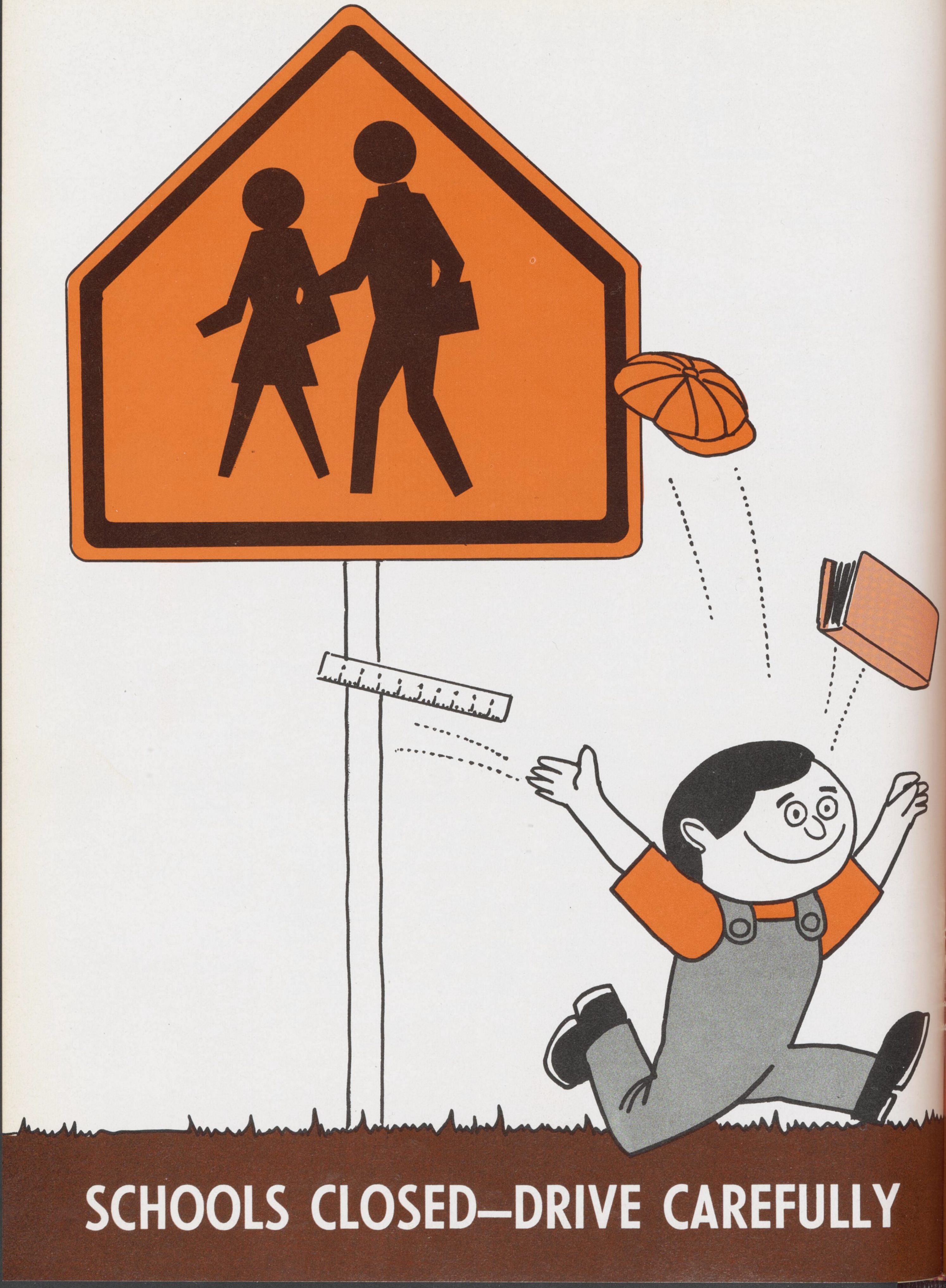
Pittsburgh, Pa. — This city, with its record of industrial tragedies, has made a new mark for American municipalities—the mayor and city council publicly declared in favor of gas bombs, gas tanks and riot guns against street car strikers. The city council unanimously voted money for this purpose.

The strike was settled in 48 hours. Not a striker was arrested and no violence was reported, yet Mayor Magee would incite violence and enrage the populace against workers by demanding that the council purchase 150 tear maces, 50 riot guns, 100 gas grenades and 10 tear tanks. There was not a conciliatory sentiment in the mayor's message, which would create the opinion that the city was surrounded by foes. He ignored the importation of strikebreakers and the company's statement that the strikebreakers would be put on the cars.

Mayor Magee has made a new record for open espousal of the company's cause. In no street car strike in this country has an official gone so far as to call for gas grenades and tear tanks to use against workingmen.

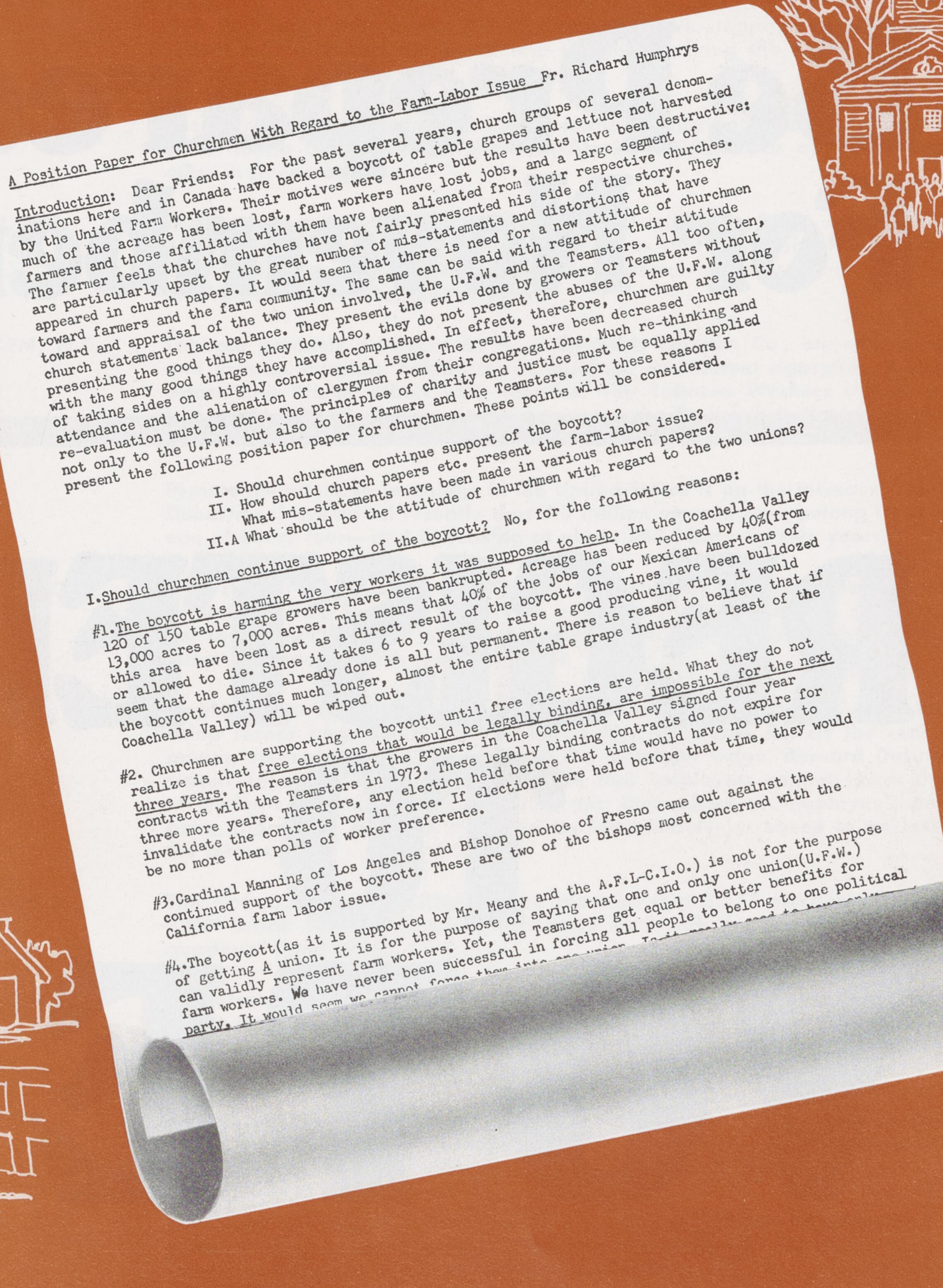
## High Coal Prices Mean High Profits

New York.—The Philadelphia & Reading Coal and Iron Company will make a profit of $3,700,000 this year, according to estimates by officials of this corporation. This is after interest charges have been met and $1,225,000 placed in the depletion fund. Interest charges are $1,293,000 which are paid, of course, before profits are considered. The Reading company is one of the largest coal producers in the country.


SCHOOLS CLOSED—DRIVE CAREFULLY

# THE INTERNATIONAL Teamster

DEDICATED TO SERVICE JULY-AUGUST 1974



A Position Paper for Churchmen With Regard to the Farm-Labor Issue Fr. Richard Humphrys

Introduction: Dear Friends: For the past several years, church groups of several denominations here and in Canada have backed a boycott of table grapes and lettuce not harvested by the United Farm Workers. Their motives were sincere but the results have been destructive: much of the acreage has been lost, farm workers have lost jobs, and a large segment of farmers and those affiliated with them have been alienated from their respective churches. The farmer feels that the churches have not fairly presented his side of the story. They are particularly upset by the great number of mis-statements and distortions that have appeared in church papers. It would seem that there is need for a new attitude of churchmen toward farmers and the farm community. The same can be said with regard to their attitude toward and appraisal of the two union involved, the U.F.W. and the Teamsters. All too often, church statements lack balance. They present the evils done by growers or Teamsters without presenting the good things they do. Also, they do not present the abuses of the U.F.W. along with the many good things they have accomplished. In effect, therefore, churchmen are guilty of taking sides on a highly controversial issue. The results have been decreased church attendance and the alienation of clergymen from their congregations. Much re-thinking and re-evaluation must be done. The principles of charity and justice must be equally applied not only to the U.F.W. but also to the farmers and the Teamsters. For these reasons I present the following position paper for churchmen. These points will be considered.

I. Should churchmen continue support of the boycott?
II. How should church papers etc. present the farm-labor issue?
What mis-statements have been made in various church papers?
II.A What should be the attitude of churchmen with regard to the two unions?

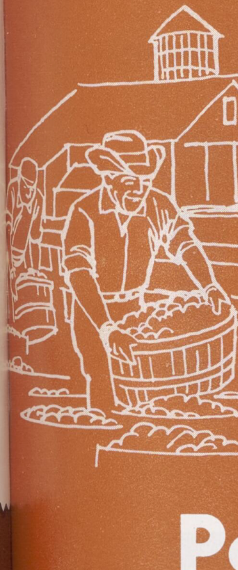
I. Should churchmen continue support of the boycott? No, for the following reasons:

#1. The boycott is harming the very workers it was supposed to help. In the Coachella Valley 120 of 150 table grape growers have been bankrupted. Acreage has been reduced by 40%(from 13,000 acres to 7,000 acres. This means that 40% of the jobs of our Mexican Americans of this area have been lost as a direct result of the boycott. The vines have been bulldozed or allowed to die. Since it takes 6 to 9 years to raise a good producing vine, it would seem that the damage already done is all but permanent. There is reason to believe that if the boycott continues much longer, almost the entire table grape industry(at least of the Coachella Valley) will be wiped out.

#2. Churchmen are supporting the boycott until free elections are held. What they do not realize is that free elections that would be legally binding, are impossible for the next three years. The reason is that the growers in the Coachella Valley signed four year contracts with the Teamsters in 1973. These legally binding contracts do not expire for three more years. Therefore, any election held before that time would have no power to invalidate the contracts now in force. If elections were held before that time, they would be no more than polls of worker preference.

#3. Cardinal Manning of Los Angeles and Bishop Donohoe of Fresno came out against the continued support of the boycott. These are two of the bishops most concerned with the California farm labor issue.

#4. The boycott(as it is supported by Mr. Meany and the A.F.L-C.I.O.) is not for the purpose of getting A union. It is for the purpose of saying that one and only one union(U.F.W.) can validly represent farm workers. Yet, the Teamsters get equal or better benefits for farm workers. We have never been successful in forcing all people to belong to one political party. It would seem we cannot force them into one union. Is it really good to have only



# Position Paper For Churchmen On Farm Workers—

See Page 16

# Be Prepared For November

# REGISTER TO VOTE!

# LABOR NEWS IN THE HEADLINES

**TORRANCE, CALIF.** School teachers in Torrance introduced a new wrinkle in the strike. Calling it a "Yo-Yo strike," they pulled a 1-day surprise work stoppage designed to catch school administrators off guard and thereby blocking the hiring of substitute teachers.

**ANCHORAGE, ALASKA** The National Labor Relations Board, perhaps anticipating a flurry of cases to arise during construction of the TransAlaska pipeline, has opened a regional office in Anchorage.

**WASHINGTON, D.C.** The Department of Labor has allocated $10 million in funds under the Older Americans Act to be granted to organizations that establish programs to provide part-time employment for jobless persons 55 years and older whose incomes fall below the poverty level.

**WINSTON-SALEM, N.C.** Tobacco products produced by R. J. Reynolds Tobacco Co., are still non-union and include Winston, Salem, Doral, Vantage and Camel cigarettes, Winchester cigars and Prince Albert pipe tobacco. The Tobacco Workers Union recently lost another NLRB election at the company, the first such ballot since 1955, as the workers voted against union representation.

**UNDATED** Female membership in unions in the United States is on the increase. The Labor Department estimated recently that 4.5 million women now belong to unions—one of every four—and increasing at about 342,000 every two years.

**WASHINGTON, D.C.** The "perfect example" of negotiations often cited by federal mediators and conciliators in their work is this: "Two youngsters are squabbling over who will get the largest piece of pie. Their father works it out: One will cut the pie, the other will choose which piece he wants."

**UNDATED** Employers are taking advantage of the subminimum wage for full-time students, citing recent amendments to the Fair Labor Standards Act as the reason for paying students only 85 per cent of the minimum wage. Bernard DeLury, Assistant Secretary of Labor, has warned that employers cannot lower the pay of students currently in their employ and that where an employee's pay has been improperly reduced, it should be immediately increased to no less than the former rate.

**WASHINGTON, D.C.** The National Labor Relations Board reported that 3,577 election petitions and 6,894 unfair labor practice charges were filed with the Board during the third quarter of fiscal 1974.

**ANN ARBOR, MICH.** A professor at the University of Michigan came to the conclusion in a recent study that management is more likely than unions to win a majority of its arbitration cases because of greater availability of resources necessary to prepare a solid case, plus less time pressure on its lawyers.

**NEW YORK CITY** It pays for big companies to go union. Since Farah Mfg., Co., recognized the union to end a struggle of nearly 2 years' duration, Farah's stock has climbed 144 per cent—the best record on the New York Stock Exchange.

**WASHINGTON, D.C.** The National Science Foundation says there were 53,000 scientists and engineers working in research and development activities in the United States last year. The total was a one per cent gain over the previous year and the highest since 1969.

**SAN FRANCISCO, CALIF.** Strikers returning to work after an 8½-month walkout at Sears Roebuck published an advertisement which urged shoppers to "drop in and see us," adding: "You'll recognize us—we're the ones with the picket-line tans."

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

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*The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.*

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**Volume 71, No. 7** **July-August 1974**

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**$5,000 English Endowment Goes to Oregon School** 11
*Southern Oregon College receives grant*

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## A SPECIAL REPORT: On Page 16

### Position Paper On Farm Labor Offered by Churchman

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**Editorial material should be addressed to: Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave. N. W., Washington, D. C. 20001.**

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# FROM THE FIELD

## DRIVER DELIVERS 7 LB. BABY BOY

Charlie Melton, a member of Teamster Local 71 in Charlotte, N.C., was minding his own business while driving down the highway in his Ryder Truck Lines rig in the pre-dawn hours of a Sunday morning.

About 18 miles out of Knoxville, Tenn., Melton's headlights beamed on a passenger car stopped on the shoulder of the highway. A man was placing a woman in the back seat of the car. He was successful in doing so, and as Melton came abreast, the man frantically waved to the truck driver to stop. The Teamster, thinking perhaps it was probably a couple returning from a late night party and not wanting to delay his schedule, continued on down the road.

In his rear view mirror, Melton saw the man hop into his car and begin following closely, blowing the car horn and blinking his headlights in an attempt to get the truck to stop. As Melton halted and began to step down from the cab, the man rushed up and said he needed help: His wife was about to give birth to her first child and he did not know what to do. There was no time to get his wife to the Knoxville hospital, said the man, and he had not been able to get anyone else to stop.

Melton did not have much midwife experience, either—none, as a matter of fact. But he faced the challenge bravely and went back to the car with the distraught father-to-be. Melton delivered a 7-pound boy with no problems and continued on his way while the new father headed for the hospital. It wasn't until later that the Teamster shook a little at the wheel and came to the conclusion that he really preferred truck driving to midwifery.

## TEAMSTER'S LYRICS NOW ON RECORD

Charlie Water Scarborough, a member of Teamster Local 71 in Charlotte, N.C., and a driver for Akers Motors Lines for 21 years, has written the lyrics for two songs recorded recently by Omega Records.

The songs, with melodies by B. Haire, are, "A New One," and "I'll Miss All of Love."

## MISSOURI OFFICIAL SERVES ON PANEL

Claude Brown, research and education director for Teamster Local 688 in St. Louis, Mo., recently served as a member of a panel convened by the National Institute of Education to visit and assess the operation of the Experience-Based Career Education program at four project sites. Co-sponsoring the program is the Department of Health, Education and Welfare.

## UNION CO-FOUNDER DIES IN ST. LOUIS

Melroy A. Horn, a leader in Teamster Local 618 of St. Louis, Mo., for 40 years until retiring in early 1973, died recently at the age of 65.

A St. Louis native, Horn helped found a Service Station Employees Union in 1933; the independent group affiliated with the International Brotherhood of Teamsters in 1938. Horn served as president of Local 618 for 34 years and was a business representative during the union's first 40 years. At the time of retirement, Horn was chairman of the IBT National Automotive, Petroleum and Allied Trades Division.

## DRIVER SHARES DREAMS WITH DYING YOUNGSTER

Teamster Local 251 in East Providence, R.I., has a member, Tom Carney, who has become well-known for his good deeds by taking in stray children and helping families suddenly victimized by fire or other personal disaster.

But recently Carney outdid himself by striking up a friendship with a boy afflicted with leukemia and hospitalized at St. Vincent's Hospital and Medical Center in New York City. The youngster, Juan Alejandro, had resisted countless attempts by hospital personnel to draw him out of constant depression.

Carney often visits the hospital on his layovers as a driver for Arrow Transportation Co., of Pawtucket, R.I., and it was on such a rest that the Teamster met young Alejandro. They spent two hours together drawing pictures and writing poetry. The next day the leukemia patient was noticeably brightened.

Carney persuaded some of his six children and their classmates to write letters to the boy, and also got Juan Marichal, Boston Red Sox pitcher, to send an autographed baseball to Alejandro. Now the goal of Carney and the dream of Alejandro is to get the youngster to Disney World in Florida. The Teamster has started a collection and other drivers have been responding. The trip will cost an estimated $600, but whether Juan Alejandro will be able to make the trip if-and-when the money is gathered together, is still a medical question.

## NEW YORKER ELECTED TO SCHOOL BOARD

Jack Kinzie, vice president of Teamster Local 917 in New York City, recently was elected to the school board in his hometown—Smithtown, N.Y.

## IBT AUDITOR'S SON WINS $1,000 PRIZE

John Hartigan, son of John P. Hartigan, an auditor for the International Brotherhood of Teamsters, won first prize of a $1,000 recently in a contest sponsored by the American Society of Planning Officials.

## TEAMSTER HONORED BY LEGION POST

Edward A. McGeehan, recording secretary of Teamster Local 77 in Fort Washington, Pa., recently was honored with a testimonial dinner by his home American Legion post.

# OBSERVATIONS of the GENERAL PRESIDENT

ONE OF THE VERY trite phrases of our times is that this nation is going through an agonizing reappraisal. Trite as the phrase may be, it is true. The impeachment process can only be described that way. In that regard, I maintain my support for the President, and still insist that Richard Nixon, like any other American citizen, is entitled to his day in court.

I stated publicly on national television recently, that it is my opinion that the Teamster membership is divided on the question, and I also believe that the nation is divided on the question. Now the process has progressed to the point where the full House of Representatives will determine whether articles of impeachment are valid and should be sent to the U.S. Senate for trial.

At this point, the constitutional process is in the hands of elected members of the House and the Senate. What they do they will be doing on behalf of all the people of the United States.

But the question occurs to me: "Where does the citizenry of this great country fit in? What is their role?"

Either during or shortly following the resolution of the impeachment process, depending upon the speed of such process, this nation will hold a general election, selecting public officials at city, county, state and national levels. Every two years, the citizen has the opportunity to participate most directly in the process of self-government. If the responsibility of the House and the Senate in the impeachment process is awesome, then equally awesome is the responsibility of every citizen to involve himself in the process of self-government.

During every general election, the plea for everyone to register to vote resounds. Unfortunately, the plea goes unheeded by too many Americans. Already, many primary elections have been held in this country in which candidates who will stand election in November have been selected. The sorry fact of life is that very few American voters participate in this basic ingredient of self-government.

More will accept their responsibility as the general election approaches and the registration rolls will swell, but many, many Americans will forfeit their obligation by not registering.

I believe that no better indication of Americans' confidence in the self-government principle can be forthcoming than a record turnout of voters in November.

If, as I stated earlier, a division among Teamster membership exists which can be translated in a national division, then I suggest that those among you who have not participated in the national process of self-government might well serve the nation well by getting aboard and taking hold of an oar on the ship of state.

Failing that, I suspect that the principle of self-government itself will automatically be impeached.

Frank E. Fitzsimmons

**New Orleans in '76**

# General Executive Board Names Next IBT Convention Location

**Teamster General Executive Board is shown in session at its last regular quarterly meeting, held last month in California.**

THE TEAMSTER General Executive Board held its regular quarterly meeting last month at La Costa, California, and turned its attention to a broad range of subjects ranging from selection of a convention site in 1976 to endorsement of an army training program for truck drivers and mechanics.

General Executive Board vice presidents heard reports from General President Frank E. Fitzsimmons, General Secretary Treasurer Murray W. Miller, and the IBT legal and legislative departments.

Board members approved New Orleans, Louisiana, as the site for the next International Union, which is scheduled for July, 1976. Held every five years, the business of that convention will be the election of International Union officers and amendments to the International Union constitution submitted for approval or rejection by convention delegates.

In line with the International Union's support for a national health plan, board members approved a donation of $35,000 to the Committee for National Health Insurance to help further its work in moving such legislation through the U.S. Congress.

In another legislative area, the board members threw their support behind local unions in Arizona where a strong push is being made to repeal or modify that state's compulsory open shop law.

General Executive Board members also endorsed a U.S. Department of the Army program for training truck drivers and mechanics. The purpose of this program is two-fold.

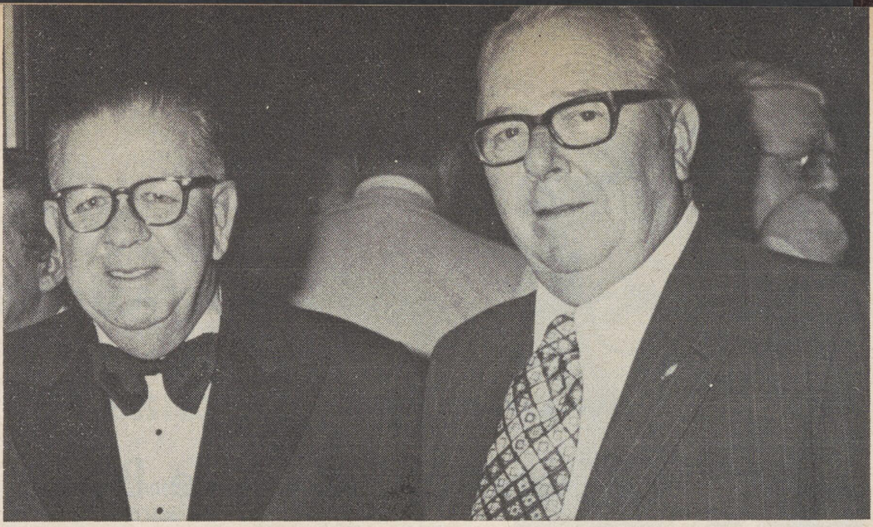
First, since the transition to an all volunteer army, with the ending of the draft, training and educational programs in the Army are being updated and made more attractive to aid recruitment.

Secondly, with a more favorable atmosphere for world peace, the purpose of the army programs is to maintain military strength while at the same time educating soldiers for the day when they return to civilian life.

Under the army program for truck drivers education, trainees are given approximately five weeks instruction, and then gain approximately two and one-half years actual driving experience before the expiration of their term of enlistment.

The army will certify driving records, brief dischargees on Department of Transportation driver regulations, thus fully qualifying those involved for their civilian chauffeur's license. Standard army medical discharge examinations will be altered to incorporate whatever is necessary to comply with DOT physical examinations for truck drivers.

In the mechanics training program, the army is seeking to establish an apprenticeship program which well parallel the programs established by the Teamsters and the trucking industry for mechanics. Thus, upon discharge, the army would be providing the trucking industry with personnel who would fit into preventive maintenance categories. While such personnel would not be qualified upon discharge as journeymen mechanics, they could perform many of the functions and services performed in the small terminals across the nation.



**Teamster General President Frank E. Fitzsimmons told the overflow gathering honoring Einar Mohn that the key-word in any assessment of Mohn's career is "contribution."**

### For 40 Years of Service

# Mohn Honored by 1500 At Los Angeles Dinner

Nearly 1,500 associates and friends of Einar O. Mohn, representing all walks of life, joined in paying him high honors at a dinner marking more than four decades of dedication and service to the trade union movement.

The tribute dinner was held last month in Los Angeles and was attended by General President Frank E. Fitzsimmons and former General President Dave Beck.

Fitzsimmons characterized Mohn's career as one of "contribution and class." Beck spoke of Mohn as a "loyal friend and a marvelous negotiator who measured up in every way."

Dinner chairman M. E. 'Andy' Anderson, successor to Mohn as Director of the Western Conference of Teamsters, said the honoree had "gained the respect of the great and the near great for his deep and sincere dedication to making this a better world, to help every human being achieve a more dignified and abundant life."

"Were it possible to prepare a tally sheet upon which we could list all of the things Einar Mohn has contributed to the organization and to the membership," Fitzsimmons said, "it would reveal not only great volume but also great quality."

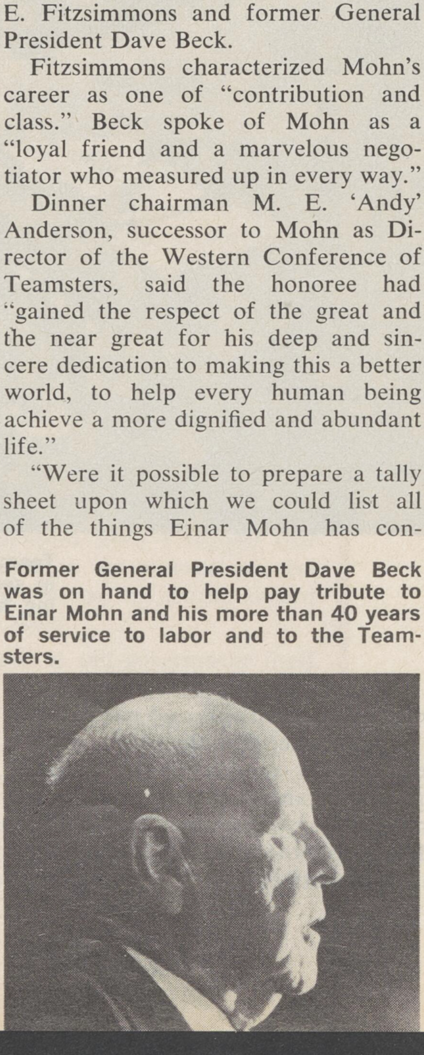
In a brief acknowledgment of the tributes, Mohn said:

"It is expected of union officials that we dedicate ourselves to live, work and struggle to make the world better for everyone. I thank all of you for not having fallen into divisive postures because that only can hurt and distract from leadership and understanding."

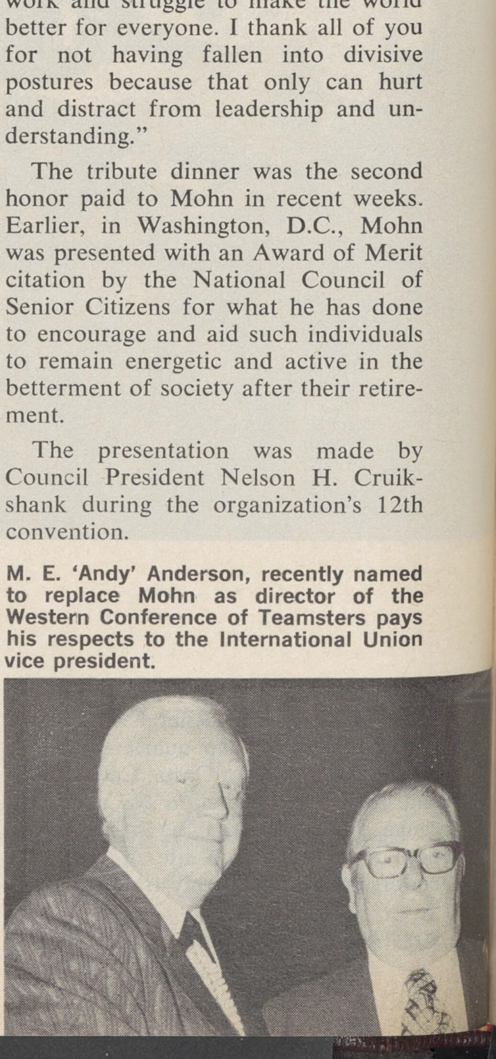
The tribute dinner was the second honor paid to Mohn in recent weeks. Earlier, in Washington, D.C., Mohn was presented with an Award of Merit citation by the National Council of Senior Citizens for what he has done to encourage and aid such individuals to remain energetic and active in the betterment of society after their retirement.

The presentation was made by Council President Nelson H. Cruikshank during the organization's 12th convention.

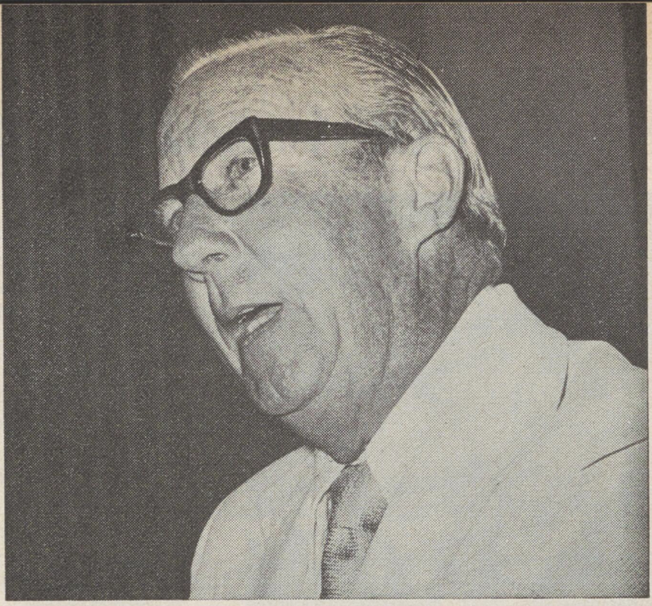
**Former General President Dave Beck was on hand to help pay tribute to Einar Mohn and his more than 40 years of service to labor and to the Teamsters.**



**M. E. 'Andy' Anderson, recently named to replace Mohn as director of the Western Conference of Teamsters pays his respects to the International Union vice president.**



General President Frank E. Fitzsimmons urged Eastern Conference delegates to accept the obligations of leadership so as to solve problems facing members of their unions.



General Secretary-Treasurer Murray W. Miller called upon ECT delegates to become stalwart trade unionists again and to rally to any Teamster affiliate needing help.

# Eastern Conference of Teamsters Holds 10th Area Meeting

EASTERN CONFERENCE OF TEAMSTERS
I. B. OF T. C. W. & H. OF AMERICA
10TH AREA CONFERENCE

MEMBERSHIP of the Eastern Conference of Teamsters has almost doubled in size during the past 20 years and now totals 655,000 as of last May 1st.

IBT Vice President Joseph Trerotola, director of the ECT, announced the latest membership figure proudly in his address to the 10th Area Conference meeting at Virginia Beach, Va., late in June.

Trerotola commented that the ECT growth was especially significant because it has ballooned during a time when other unions were experiencing losses in membership.

"Workers know," said Trerotola, "that the Teamsters deliver the finest wages, hours and working conditions."

General session addresses by Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller highlighted the week-long meeting attended by 594 delegates and alternates, plus 476 guests.

Fitzsimmons remarked on what the polls have shown in recent weeks to be a public loss of confidence in leadership, particularly government institutions and large organizations, and suggested that labor unions too have

**IBT Vice President Joseph Trerotola, ECT director, hailed the growth of the Area Conference to 655,000 members.**

become vulnerable to this sort of "public wrath."

Noting that one of every 100 Americans is a member of the Teamsters Union "and that every one of our members is part of that American public, it might be well that we reaffirm our obligation of leadership."

Fitzsimmons declared: "We can only do that by re-dedicating ourselves to the basic obligation of serving those we are elected to lead."

Inflation, unemployment, energy shortages and numerous other national problems are challenging the needs of people, said Fitzsimmons.

The Eastern Conference delegates, almost without exception elected officers and representatives of local unions, heard Fitzsimmons predict that it was his belief their leadership will be directly challenged in the months ahead—not by a membership disenchanted with their leadership but by a membership holding leadership in general in disregard.

"Those of you who accept your responsibility of leadership will not only provide a service to your membership, but also you will survive," said Fitzsimmons. "Those of you who duck your obligations of leadership are in for hard times."

Fitzsimmons continued:

"Those of you who treat your membership as adults and talk the hard truths of inflation and other national problems will find the membership willing to follow the road to solutions. Those of you who don't will find that your membership is leading and you are following."

General Secretary-Treasurer Miller restricted his comments to the problems facing the Teamsters as trade unionists, suggesting that anti-unionism is becoming more faddish and that "the war is beginning again."

Miller emphasized that employers do not care about the financial problem of an employee, unless they are good employers—and "all that makes a good employer is a strong, militant labor union."

The General Secretary-Treasurer declared that employers are going back to their anti-union posture, partly as a result of encouragement by a pro-management oriented National Labor Relations Board.

Miller voiced a message for companies seeking to destroy Teamster local unions: "If you fool with one local union anywhere, you're taking on the whole International Union."

On the other hand, Miller told the delegates, no single Teamsters affiliate can react to an employer challenge by itself. There is a need to restore the idea that any Teamster struggle at a given location is a struggle involving all Teamsters.

Delegates applauded loudly when Miller stated near the close of his speech, "We don't need George Meany or the AFL-CIO. We've got along without them before and we can do it now."

Both Fitzsimmons and Miller pledged the aid of the International Union to the ECT whenever the Area Conference needed help and asked for it. Vice President Trerotola, likewise, voiced strong support for the International's top officers.

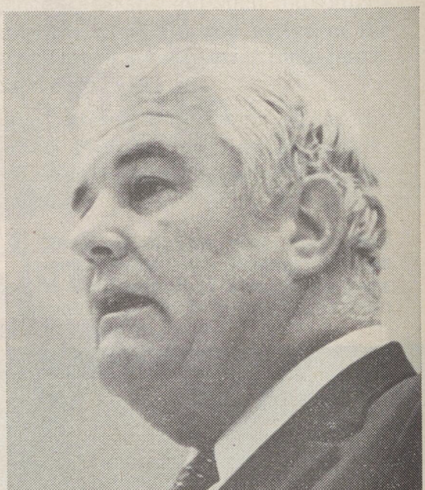
Unanimously reelected by the Eastern Conference delegates as members of the Area Conference policy committee were: IBT Vice President Joseph Trerotola, director of the conference; IBT Vice President Edward Nangle, secretary-treasurer of the conference; IBT Vice President William J. McCarthy; IBT Vice President Sam Provenzano; Rocco F. DePerno, Robert T. Flynn and Thomas L. Fagan.

Other general executive board members on hand for the meeting included Vice Presidents: Edward Nangle, ECT secretary-treasurer; Sam Provenzano; William J. McCarthy; William Presser, and Joe Morgan, director of the Southern Conference of Teamsters, who spoke briefly as a guest.

The remainder of the Area Conference meeting was devoted to the following divisional meetings:

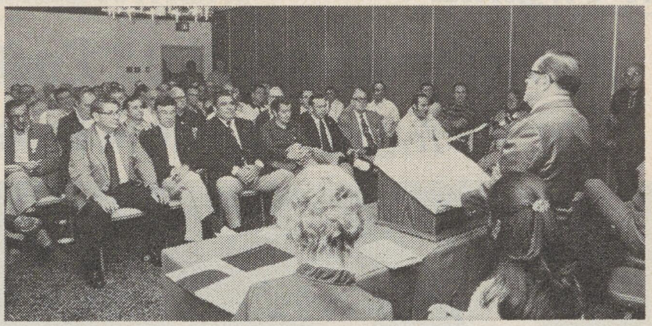
Automotive and petroleum; dairy employees; cannery, frozen food and food processing; public service employees; miscellaneous; warehouse, produce, dry and cold storage; chauffeurs, taxis and funeral car drivers; household goods, moving and storage; industrial employees; bakery; steel haul; laundry and dry cleaning; office employees; over-the-road and general hauling; brewery, soft drink, liquor and winery employees; building and construction.

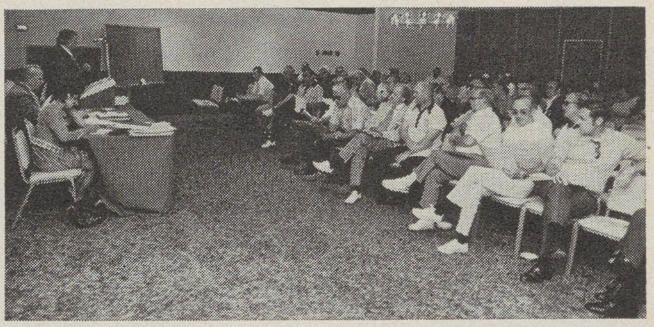
**IBT Vice President Joseph Morgan, director of the Southern Conference of Teamsters, was a guest speaker.**

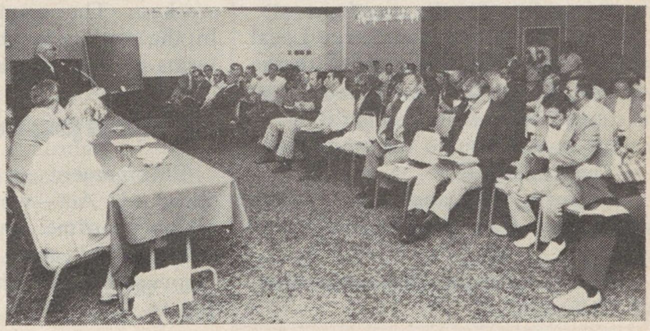


**E. C. Carter (far right), president of Teamster Joint Council 84, administered the oath of office to newly reelected members of the Eastern Conference of Teamsters policy committee (left to right): Vice President Sam Provenzano, Vice President William J. McCarthy, Vice President Joseph Trerotola and ECT director, Vice President Edward Nangle and ECT secretary-treasurer, Rocco F. DePerno, Thomas L. Fagan and Robert T. Flynn.**

# ECT TRADE DIVISIONS MEET







# STATE OF THE UNION

## In Virginia

# Teamsters Negotiate Pact For 427 County Policemen

**Shown at the signing of an historic contract for police officers employed by Fairfax County in Virginia are (left to right): Seated—Robert Wilson, Fairfax County executive; Herman Simpson, president of Teamster Local 246; Col. Richard King, deputy chief; Standing—Officers Charles Barton, Guy Morgan, Richard Schultz, Peter Bonavita, and Robert DelCore.**

MORE than 400 officers of the Fairfax (Va.) County police force are now working under a Teamster contract after lengthy negotiations marked by a patient, persuasive policy utilized by Teamster Local 246 of Washington, D.C.

Nearly four of every five officers eligible to vote in the representation election a year ago cast a ballot and overwhelmingly chose Teamster affiliation.

Since then, the Local 246 officers have been working on the contract that—among many other benefits—came up with a hefty 9.75 wage increase in salary for the members.

Herman Simpson, president of Local 246, headed the negotiations with the aide of Gene Hubbard, secretary-treasurer, and won the following benefits in addition to the wage hike:

—Dues checkoff.

—Seniority as it applies to training assignments, transfers, vacancies and layoffs.

—Grievance procedure with binding arbitration.

—Full pay from the first day for injuries suffered on the job.

—Life insurance paid by the county in an amount double the officer's salary.

—An increase in clothing allowance for investigators from $300 to $500 a year.

—Overtime provisions (which will result in an average earnings increase of about 8.5 per cent).

Fairfax County is a large geographic chunk of the District of Columbia metropolitan area and the majority of its residents are highly-paid federal workers. The county ranked second in the nation in the 1970 census in terms of median family income.

### ● Responsibility

Enforcement of the Fair Labor Standards Act—which sets minimum wages, overtime, equal pay, child labor and record-keeping standards—is the responsibility of the Department of Labor.

## 530 Wreckers Vote Teamster In Chattanooga

**A strong majority of 530 workers employed by Dover Corporations of Chattanooga, Tenn., voted for representation by Teamster Local 515 in a recent National Labor Relations Board election.**

**Robert C. Logan, Jr., Local 515 business agent, said three-fourths of the workers eligible to ballot did so. The vote was 296 for the Teamsters, 18 for another union, and 195 voted against.**

**The company is the world's largest manufacturer of wreckers.**

## Firing Case Won by Local In Missouri

Marx-Haas Clothing Co., of St. Louis, Mo., was found by the National Labor Relations Board to have unlawfully discharged Veronne Sheppard because of activities in behalf of Teamster Local 688.

Agreeing with the findings of the administrative law judge, the Board said also that Marx-Haas had unlawfully conducted coercive interrogation of the firm's employees regarding organizational efforts of the union.

Sheppard was terminated two days after visiting the union office and returning to the plant with authorization cards which were signed by four employees the same day. Three or four hours later the office employees attended a scheduled union meeting.

### Company Opposes Union

The record, said the Board, showed that the company was opposed to unionization of its clerical employees by the Teamsters, urging the workers to go to some other union.

In concluding that Sheppard was illegally fired, the sudden nature of the termination was a prime factor.

Marx-Haas was ordered by the Board to cease the unlawful conduct and to offer Sheppard reinstatement and reimbursement for any loss of earnings suffered.

## Four Ballots Won by Local In Los Angeles

Teamster Local 495 of Los Angeles, Calif., has gained nearly 100 members in four representation election victories achieved in recent weeks.

Karl H. Ullman, secretary-treasurer of Local 495, said the ballots conducted by the National Labor Relations Board resulted in wins at:

—Morse Signal Devices, a burglar alarm firm, where 50 dispatchers and operators of monitoring devices were eligible to ballot. The vote was 21 for the Teamsters, 1 for another union, and there were 13 "no union" ballots.

—Max Barish, Inc., an automotive parts firm, where a majority of 30 pickup drivers, shipping and receiving clerks, packers and phone order takers voted for the union.

—International Harvester, a new truck sales and repair, where four office workers voted 3 to 1 in favor of the union.

—Dunlop Tire & Rubber Corp.'s rubber warehouse where seven office workers favored the union by a 4 to 2 vote.

Ullman gave credit for the successful election campaigns to organizers Joe Henderson and Tom O'Leary.

## Tennessee Local Gains Large Unit

Teamster Local 23 of Johnson City, Tenn., was successful recently in an organizing campaign at Accurate Machine Products Corp., in Johnson City.

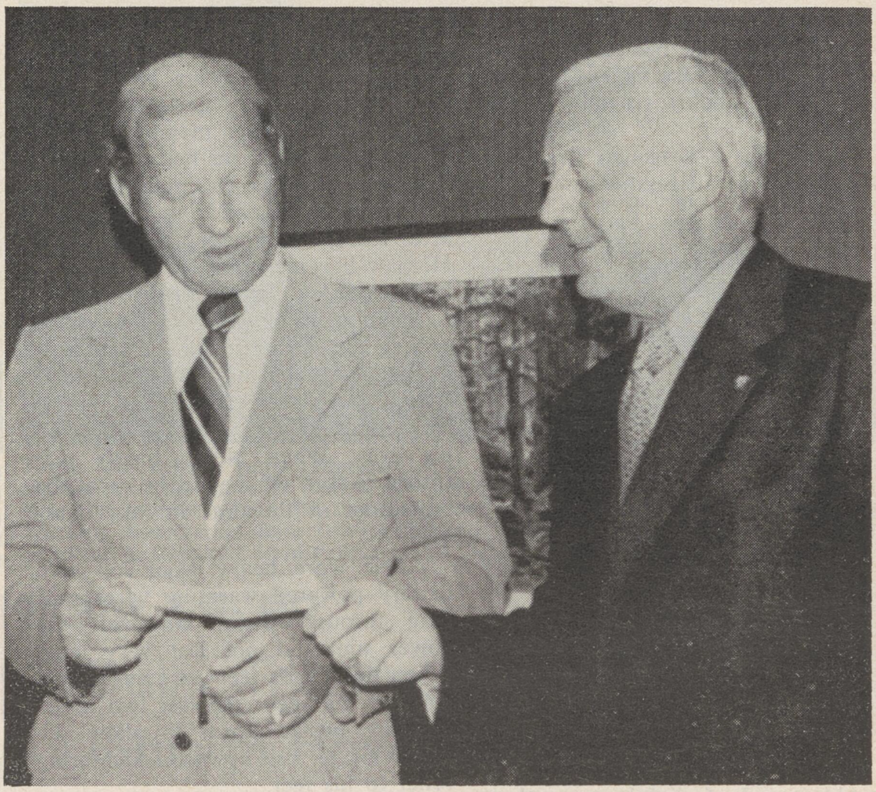
Jack V. Ledford, Local 23 organizer, said the company granted recognition after nearly 95 per cent of the 74 employees signed authorization cards.

### ● Mechanics

Seventeen mechanics employed by United Transportation Co., of Columbus, O., voted 12 to 5 for representation by Teamster Local 413 in an election conducted by the National Labor Relations Board, recently, according to John J. Gordon, secretary-treasurer of the local union.

### English Endowment

## Southern Oregon College Receives Teamster Grant



**M. E. Anderson (right), director of the Western Conference of Teamsters, presents the $5,000 English endowment check to Dr. Gary Prickett, chairman of the School of Business at Southern Oregon College.**

The Teamsters Union $5,000 John F. English endowment for 1974 has been awarded to the School of Business at Southern Oregon College for use in developing a better understanding of labor-management relations and to assist students seeking greater knowledge in that field.

The award, presented annually to an institution of higher learning, honors the memory of the late John F. English, a long-time general secretary-treasurer of the International Brotherhood of Teamsters.

Actual presentation of the $5,000 check on behalf of the IBT was made by M. E. Anderson, director of the Western Conference of Teamsters, to Dr. Gary Prickett, chairman of the college's school of business where 800 students are enrolled.

Dr. Prickett said some of the $5,000 will be assigned for scholarship use and the remainder will be used to underwrite conferences generating a better understanding of labor-management relations.

Southern Oregon College is located at Ashland, Ore.

## Mayor Rizzo Reappoints Teamster

**Philadelphia Mayor Frank L. Rizzo recently reappointed George Bucher as Chairman of the city's Civil Service Commission. Bucher is president of Teamster Local 837.**

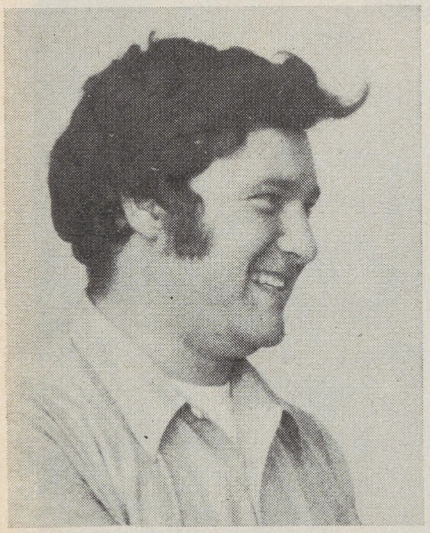
**In a letter to General President Frank E. Fitzsimmons, Rizzo noted: "George Bucher is one of the most respected Teamsters Union leaders in Philadelphia and a credit to your International Union."**

## Under Water

# Member Sets Diving Record To Assist Afflicted Friend

A MEMBER of Teamster Local 346 in Duluth, Minn., has entered the book of world records by staying under water six hours, six minutes and 20 seconds.

Tom Noble, a seasoned deep sea diver, made the successful assault on the old record of slightly more than five hours so that he might help a friend in time of need.


Tom Noble

The diving feat had its origin when Noble learned that a friend, Terry Nispen, had fallen victim to cancer and needed special weekly treatments administered only in Chicago. The cost was $154 per round-trip fare each week for an indeterminate length of time—a heavy financial burden for Nispen's parents.

Noble decided that it might be possible to highlight a contribution campaign by trying for the diving record.

He and other members of his diving club contacted local radio and television stations in the Duluth area. They readily agreed to support the effort with publicity as part of their regular public service program scheduling.

In preparing for the ordeal, the Teamsters Union member donned a suit of long woolen underwear before putting on his diving suit which was then inflated with enough air to form an insulation around his body.

He entered the 32.7-degree water with 100 pounds of weight strapped around his waist and descended to 28 feet. At no time during his stay of more than six hours under the water was he alone; other members of the diving club took turns being with him to make certain all was going well.

Noble experienced some discomfort after being down a couple of hours. His jaw became numb (and bothered him for a few days afterward).

The goggles he wore were equipped with an air jet that sent a constant flow of air across the inside of the helmet lens to keep them from fogging, but this tended to have a drying effect on his eyes. When Noble finally was forced to turn off the air, he spent the remainder of the time in inky darkness.

Noble wore heavy wool sox with battery powered warming wires running through them. However, the power unit did not last very long. When the diver's feet got cold beyond comfort, he spent the last two hours standing upside down to allow the warm air to rise upward—and bring relief to his feet.

The test was worth it. When all the pledges were in there was a total of about $3,500 to help his friend.

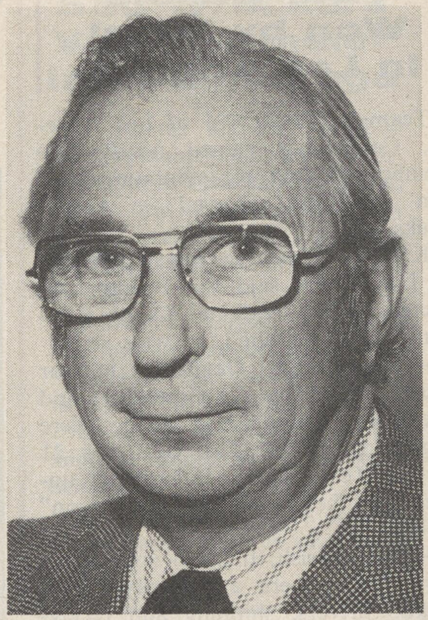
In addition to being a diver, Noble works as a full-time driver for the Falk Paper Co. He instructs diving and his 10-year-old interest in diving has taken him to searching the depths of Minnesota lakes on an average of three times a week, weather permitting, for the past half-dozen years.

Noble's wife, Joan, decided to take the "plunge"—so to speak—about 18 months ago during her first month of pregnancy. She enjoyed diving so much that she continued her new hobby right up to the month before her child was born.

## ● Unanimous

Twelve employees of Plaza 52 Truck Stop in Coal Grove, O., voted unanimously for representation by Teamster Local 413 of Columbus, O., in a recent National Labor Relations Board election, according to Jack Boyd, Local 413 business agent.

## Chairman


**IBT Vice President Robert Holmes of Detroit, Mich., has been named chairman of the labor division for the 1974 United Foundation Torch Drive in the tri-county metropolitan area.**

## Board Ruling Won by Local In Wisconsin

The National Labor Relations Board ruled that Condon Transport, Inc., of Green Lake, Wis., could not assert a good faith doubt of the majority status of Teamster Local 126 of Fond du Lac, Wis., in defense of its refusal to bargain.

Affirming the findings of the administrative law judge, the Board said the employer unlawfully participated in decertification activity which tended to dissipate and induce the union's loss of majority.

Condon Transport was found guilty by the Board of unlawfully refusing to bargain since October, 1972, with Local 126 as representative of employees performing semi-driving services, and unilaterally establishing a private insurance plan and eliminating other employee pension and health and welfare benefits in violation of the law.

The Board ordered Condon Transport to cease the unfair labor practices, bargain with the union upon request, rescind any unilateral changes upon request of the union, and reimburse employees for monetary and other losses incurred as a result of the unlawful unilateral changes.

## Construction Case Won In San Diego

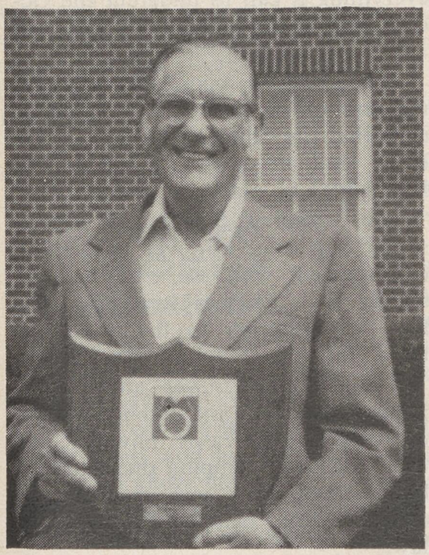
Teamster Local 36 and Operating Engineers Local 12 of San Diego, Calif., were the winners in a National Labor Relations Board decision recently that went against Wiley Bros. Transit Mix, Inc., Shamrock Sand & Rock, Inc., and Shamrock Trucking, Inc.

The Board said the companies unlawfully refused to recognize the two unions as bargaining representatives of their employees in appropriate units, and also refused to execute current collective bargaining agreements entered into on their behalf by the San Diego County Rock Producers Association.

In essence, the administrative law judge concluded that the companies were engaged in what amounted to a single employing enterprise.

The companies were ordered by the Board to cease the illegal conduct, bargain through the Association with Teamster Local 36 as representative of an appropriate unit including drivers, execute the current agreement between the Association and Teamsters, and adhere to the terms of that agreement and give retroactive effect to it. A similar ruling favored the Operating Engineers.

## Retiree



**Ken Soulsby, a member of Teamster Local 557 in Baltimore, Md., retired recently after working years as a checker for the Yellow Freight System. Between he and his brother, Russ, the Soulsbys have more than 75 years' membership in Local 557.**

## Roadeo Winners

**These four drivers from Teamster Local 568 in Shreveport, La., will represent Louisiana in the national roadeo scheduled for Minneapolis, Minn., this September. The quartet swept the top four places in the recent Louisiana-Mississippi Trucking Association Safe Driving Roadeo and are (left to right): T. C. Smith, Jr., Alton L. Reynaud, Irvin P. Fisher and Floyd Hastings.**

### From J.C. 50

## Dairy, Trucking Members Gain in Hawaii Contracts

More than 800 Teamsters Union members in Hawaii won substantial pay raises and other benefits in dairy and trucking agreements concluded recently.

Anthony Rutledge, president of Teamster Joint Council 50, said the contract covers some 250 members of Teamster Local 996 employed at Foremost Dairies-Hawaii, Ltd., and Meadow Gold Dairies, and 570 members of the same union employed by 14 general freight and household moving firms.

The freight agreement was reached minutes before the Teamsters were scheduled to go on strike. The 3-year contract was made retroactive to last April 1st, and contains reopening clauses.

Management of the 14 moving companies, represented by the Hawaii Employers Council, agreed to bargain jointly with Local 996. On a sink-or-swim arrangement, any one employer had veto over the others on any proposed settlement.

The management policy made a mess of the bargaining situation. Finally, the Teamsters authorized their negotiators to call a strike if necessary, and the employers capitulated when a strike time was actually set.

The dairy agreement with Foremost and Meadow Gold included a cost-of-living clause over the next three years along with many other benefits and gains in pension and health and welfare language.

One of the fringes negotiated was the provision for a company-paid meal allowance after the employee works 12 hours.

### ● In Colorado

An overwhelmingly number of workers employed by Imperial Distribution Services, Inc., in Denver, Colo., voted for representation by Teamster Local 435 in a recent National Labor Relations Board election.

Ed Dunn, president of the local union, said 13 office and clerical workers were eligible to cast ballots. The count was 11 to 2 in favor of the union.

# SAFETY & HEALTH

## Plastics Salient

# Gutting Safety-Health Act Is Object of Law's Foes

THERE now is a full-blown campaign underway to gut the nation's Safety-Health Act with opponents of the law concentrating most of their efforts in the plastics industry.

A headline in the *Wall Street Journal* not so long ago spelled out the crux of the battle: "Plastics Industry Mobilizes to Thwart Tough Rules on Handling Vinyl Chloride."

So far it has been determined that workers exposed to vinyl chloride have, in 21 cases, suffered a rare, liver cancer that has been fatal.

The toxic chemical, under a temporary order issued on an emergency basis by the Occupational Safety and Health Administration, has been limited to an exposure of 50 parts of vinyl chloride per million parts of air. Meanwhile, scientists are making an intensive study of the element for OSHA.

Spokesmen for the plastics industry claim that a proposed standard to protect workers dealing with vinyl chloride is unrealistic, medically unnecessary and technologically unfeasible.

The standard would require that most operations in the production of vinyl chloride and polyvinyl chloride would have to be conducted in closed, regulated areas where exposure could be controlled by ventilation devices and other methods.

In addition, some operations of plants turning polyvinyl chloride into plastic products—which are said to employ about 100,000 workers—would be subject to similar stringent engineering rules if the operations could cause the release of trapped quantities of raw vinyl chloride gas.

Representatives of the Society of the Plastics Industry, a trade group, sang the old song that much of the industry might have to close down if the standards go into effect—predicting that 1.6 million jobs and $65 billion in sales and production would be lost to the country.

Until research comes up with some answers, there is every likelihood that OSHA will continue to enforce its guideline policy regarding exposure of workers to the toxic chemicals. The results of continuing inspections will be used in helping to prepare a final standard that will eventually replace the emergency temporary standard.

OSHA has received some support from the Environmental Protection Agency which has been urging the chemical industry to take prompt steps to reduce vinyl chloride air emissions.

Apparently EPA thinks the gas is dangerous enough to warrant serious study.

Russell E. Train, EPA administrator, recently met with the top executives of 29 companies which manufacture vinyl chloride and polyvinyl chloride resin. He urged them to tighten and improve their operating procedures in manufacturing plants and to continue montoring their emissions.

On a broader front, the U.S. Chamber of Commerce has been doing everything it can to undercut the Occupational Safety and Health Act of 1971.

The Chamber complains that administration of the law is too "strict" and that its implementation is too costly. Rather, says the Chamber, the law should be made "voluntary."

The National Society of Professional Engineers, however, is in sharp disagreement with the Chamber, asserting that attempts to weaken the law "are contrary to the public interest."

The Chamber, never noted for a great concern of the public interest, does not give up easily, however, and has been busy whipping small and big businessmen alike into the trenches opposing the national safety-health law.

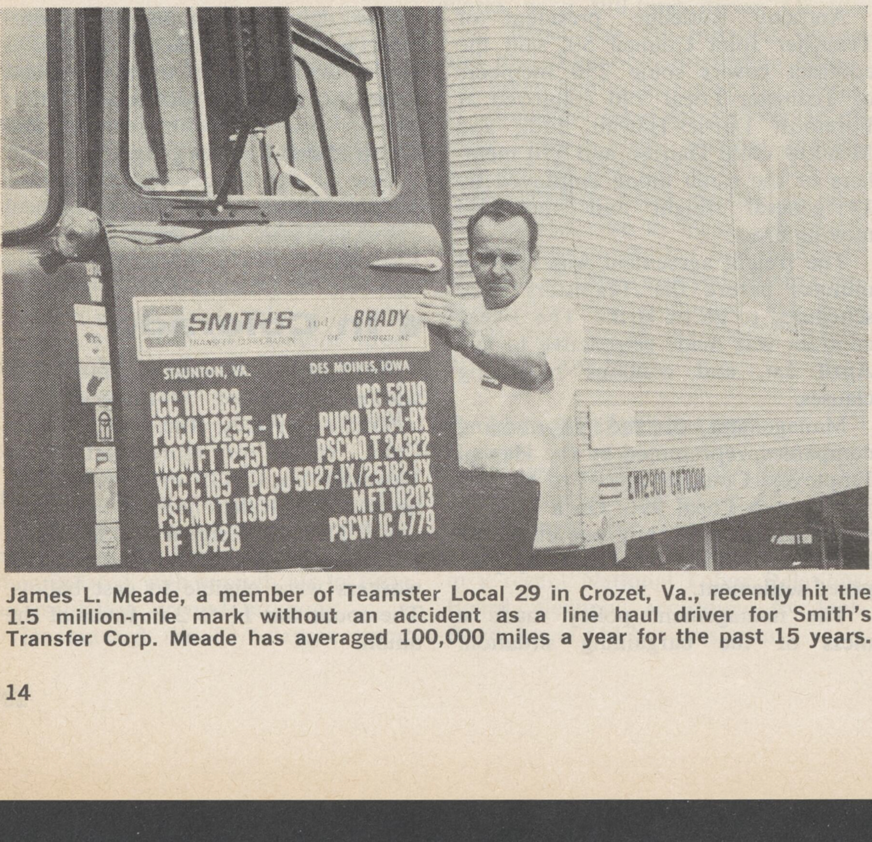
Besides lobbying certain special-interest congressmen to alter the law, the Chamber has spurred many small business groups into efforts to seek exclusion from the law.

## Death Rate Decreasing In Industry

**Preliminary figures issued by the Labor Department's Bureau of Labor Statistics indicate a drop in industrial fatalities since the Occupational Safety and Health Act became law.**

**The annual rate of industrial death on the job was 14,200 but now is running at 11,000. In addition, there has been a reduction in construction industry job injuries—from 240,000 to about 211,000 annually.**

## Safe Driver



James L. Meade, a member of Teamster Local 29 in Crozet, Va., recently hit the 1.5 million-mile mark without an accident as a line haul driver for Smith's Transfer Corp. Meade has averaged 100,000 miles a year for the past 15 years.

## Tractor Catwalks Proposed

A proposal that skid-resistant catwalks be required on all truck tractors has been made by the Bureau of Motor Carrier Safety in response to urging by the Teamsters Union.

The Bureau issued an advance notice of proposed rule-making to require non-slip surfaces and handholds for drivers of commercial vehicles. Statistics indicate that about 37 per cent of the lost-time personal-injury accidents during operation of commercial motor vehicles is due to slips or falls.

The idea of skid-resistant catwalks was put forth by the International Brotherhood of Teamsters' safety and health department.

Officials of interested local unions wishing to comment on the proposal are urged to send their remarks to the IBT safety and health department, 25 Louisiana Ave., N.W., Washington, D.C., 20001.

## ● Ohio Victory

By a better than 2-to-1 margin, workers employed by Tenneco Chemical Co., Inc., in Cincinnati, O., voted for representation by Teamster Local 661.

Donald Fuerbacher, secretary-treasurer of Local 661, said 28 warehousemen and production and maintenance workers were eligible to ballot. The tally was 18 to 8 in favor of the union.

## Pattern Of OSHA Citations

**Eighty per cent of the citations issued under the Occupational Safety and Health Act have involved only five per cent of the safety and health standards issued under the law.**

**The Department of Labor added that about five per cent of all citations issued by the Occupational Safety and Health Administration inspectors are contested by employers.**

### Secretary Says:

# Job Safety and Health Is Federal-State Duty

*(Editor's note: Following are remarks by Secretary of Labor Peter J. Brennan on federal-state responsibility regarding job safety and health.)*

Passage of the Occupational Safety and Health Act of 1970 marked the start of a new era in worker protection. It also launched a federal-state partnership that increased the value of this important law to workers.

A key provision, Section 18, allows states to enforce their own safety and health laws within their boundaries, subject to conformity with federal standards of effectiveness.

Each participating state must submit its own enforcement plan, and the plan must gain approval by the Labor Department's Occupational Safety and Health Administration (OSHA).

The plan must meet federal requirements in all respects, and we are obligated to see that state performance continues to meet federal standards.

The law authorizes the federal government to pay one-half of the cost plans.

It also requires us to retain discretionary federal enforcement authority in a state for at least three years and continuously to monitor state performance.

Congress included Section 18 in the law—and the law was supported by organized labor—even though in the past some state occupational safety and health laws and enforcement were weak.

The strong federal occupational safety and health law changed all that when it went into effect in 1971. The system of safeguards and guarantees that the law included allowed the nation's workers to receive the benefits of comprehensive enforcement under the federal-state partnership, without fear of previously weak standards or enforcement.

I believe the record will show that, true to the letter and spirit of Section 18, we in the federal government have worked with the states to provide enforcement and standards that are at least or perhaps more effective than under the federal program. In many respects, workers get better protection in the 25 states and one territory—the Virgin Islands—whose plans have been approved so far.

For example, in those states with OSHA-approved plans, state and local government employees are covered by occupational safety and health regulations, due to a requirement of the federal law for state plans. In states without plans, they are not.

Also, there are now about 1,500 state and territorial occupational safety and health inspectors, in jurisdictions with OSHA-approved plans.

As a practical matter, we would never have been able to put that many federal inspectors into these states.

Both federal and state funds are used to operate the approved safety and health programs. So far, OSHA has granted nearly $60 million for developing and operating state plans.

Before 1971, many states spent relatively little on job safety and health protection.

Any time it is determined that a state's enforcement or standards are not as good as—or better than—the federal government's, the law requires us to revoke that state's right to have its own program.

Whether a state participates or not is up to its own elected representatives—contingent upon meeting federal requirements. Several states have refused to take part.

So far, numerous state plans have had to be amended substantially to meet federal standards. In three, this has required that the state be advised that rejection proceedings would be commenced, unless the plan was further amended.

The Occupational Safety and Health Act of 1970 is one of the most important pieces of social legislation ever passed by Congress. It is a law of vital importance to every American worker. We intend to do our utmost to provide fair and effective enforcement, whether by state or federal inspection, and we will continue to do this within the requirements set by Congress.

That is our commitment, and a fair appraisal will show that so far we have met that commitment.

**A SPECIAL REPORT**

# A Position Paper for Churchmen With Regard to The Farm Labor Issue

by
**Fr. Richard Humphrys**

*(EDITOR'S NOTE: The following position paper for churchmen with regard to the Farm Labor Issue was written by Rev. Richard Humphrys, of Our Lady of Soledad Church, Coachella, California. The significance of Rev. Humphrys' observations is that he is a farm workers' priest, his parish is in the heart of the grape producing section of California, thus giving him the opportunity to observe first-hand.)*

For the past several years, church groups of several denominations here and in Canada have backed a boycott of table grapes and lettuce not harvested by the United Farm Workers. Their motives were sincere but the results have been destructive: much of the acreage has been lost, farm workers have lost jobs, and a large segment of farmers and those affiliated with them have been alienated from their respective churches.

The farmer feels that the churches have not fairly presented his side of the story. They are particularly upset by the great number of mis-statements and distortions that have appeared in church papers. It would seem that there is need for a new attitude of churchmen toward farmers and the farm community. The same can be said with regard to their attitude toward and appraisal of the two unions involved, the U.F.W. and the Teamsters.

All too often, church statements lack balance. They present the evils done by growers or Teamsters without presenting the good things they do. Also, they do not present the abuses of the U.F.W. along with the many good things they have accomplished. In effect, therefore, churchmen are guilty of taking sides on a highly controversial issue.

The results have been decreased church attendance and the alienation of clergymen from their congregations. Much re-thinking and re-evaluation must be done.

The principles of charity and justice must be equally applied to not only the U.F.W. but also to the farmers and the Teamsters. For these reasons I present the following position paper for churchmen. These points will be considered.

I. Should churchmen continue support of the boycott?
II. How should church papers, etc., present the farm-labor issue?
What mis-statements have been made in various church papers?
III. What should be the attitude of churchmen with regard to the two unions?

I. *Should churchmen continue to support the boycott?* No, for the following reasons:

1. *The boycott is harming the very workers it was supposed to help.* In the Coachella Valley, 120 of 150 table grape growers have been bankrupted. Acreage has been reduced by 40%, from 13,000 acres to 7,000 acres. This means that 40% of the jobs of our Mexican-Americans of this area have been lost as a direct result of the boycott. The vines have been bulldozed or allowed to die. Since it takes 6 to 9 years to raise a good producing vine, it would seem that the damage already done is all but permanent. There is reason to believe that if the boycott continues much longer, almost the entire table grape industry (at least of the Coachella Valley) will be wiped out.

2. Churchmen are supporting the boycott until free elections are held. What they do not realize is that *free elections that would be legally binding, are impossible for the next three years.* The reason is that the growers in the Coachella Valley signed four year contracts with the Teamsters in 1973. These legally binding contracts do not expire for three more years. Therefore, any election held before that time would have no power to invalidate the contracts now in force. If elections were held before that time, they would be no more than polls of worker preforence.

3. Cardinal Manning of Los Angeles and Bishop Donohoe of Fresno came out against the continued support of the boycott. These are two of the bishops most concerned with the California farm labor issue.

4. The boycott (as it is supported by Mr. Meany and the AFL-CIO) is not for the purpose of getting *A* union. It is for the purpose of saying that one and only one union (U.F.W.) can validly represent farm workers. Yet, the Teamsters get equal or better benefits for farm workers.

We have never been successful in forcing all people to belong to one political party. It would seem we cannot force them into one union. Is it really good to have only one farm union? If the two unions must compete for membership by providing more benefits than the other union, the worker can only benefit from the competition. We should back both unions and not try to drive either from the labor scene.

5. Although church groups have

backed the boycott for several years on the grounds that free elections must be held, they have not provided any non-partisan, fully qualified election committee that all would recognize. There have been small groups (ministers, priests, etc.) that have held elections, but these elections have been the subject of much controversy. Charges were made, "the election was not a valid election" . . . "the workers were intimidated" . . . "many who did not work at the ranch were allowed to vote," etc . . .

It would seem that no private church election committee could now bring peace to the fields. They could not enforce the results of the election. The union defeated in the election could simply ignore the results.

Only the state or federal government could set up all the machinery needed to hold elections that all would respect.

6. *The drive for free elections must be equally applied to both unions*: The purpose of the boycott is to exert pressure on the growers to have free elections. This could only take place legally (as explained in #2) three years from now at the time when their present contracts have to be renewed. *In 1974, however, when two U.F.W. contracts came up for renewal* (at the David Freedman ranch of the Coachella area and the Almaden vineyards of Northern California), *there were no secret ballot elections.* Why should a boycott be pressed against Teamster growers for not having elections when the U.F.W. did not have elections under the same circumstances—contract renewal time?

7. *It does not seem fair that a boycott should be applied against growers that DO have a union contract and pay wages and benefits that are almost double those paid in the East, the Mid-West and the South.* The states doing the boycotting are the very ones guilty of paying sub-standard wages and have no union at all for farm workers.

8. Countless growers innocent of worker exploitation have been wiped out. They, their families, relatives and friends have been estranged from the church.

*Summation*: Since no legally binding elections can be held for three years and since the boycott has caused 40% of farm workers in the Coachella Valley to lose their jobs, the destructive boycott should be immediately terminated.—In its place, the full weight of church influence should be brought to bear on the California legislature for a state law that would guarantee free elections of farm workers. Hopefully, this would later be supplanted by a federal law (the N.L.R.B.)

II. *How should church papers present the farm labor issue?—What are some of the mis-statements made in these papers that should be corrected?* First, let us present some of the mis-statements that have appeared recently in church statements and other publications on the farm labor issue.

1. *It is stated that farm workers do not have drinking water or toilets in the field.* The fact is that strict state laws cover both drinking water and provision for toilets. Any employer that does not provide them is subject to heavy penalties.

2. *Supposedly, housing for workers is "dirty and sub-standard"*: The fact is that most workers now live in *their own homes.* The workers who live at ranches are mostly single males. Their housing is controlled by strict county and state regulations.

3. *A major issue is made of pesticides*: It is said that these are being sprayed on workers while they are in the field, that many deaths have occurred, and the health of the workers has been greatly affected. The fact is that California is the strictest of all states with regard to use of pesticides. No farm worker deaths occurred in 1973 and only 10 have occurred in the past 11 years. This information came from the Riverside *Press Enterprise*. The American Farm Bureau Federation adds that a 1967 study by the California Department of Health found no basis for the charges. Also, it stated that the U.F.W. refused to participate in a 1970 pesticides inquiry by the State Legislature which found no truth in the published charges.

4. *It is stated that farm workers' lives are drastically shortened because of the nature of their work.* It is also stated that the death rates from accidents is very much higher. One church paper went so far as to say the death rate from accidents was 300% higher.

The Riverside *Press Enterprise* says, "No reliable information exists to support the contention that

## Job Stewards

**Job stewards at the newly-organized television station WRCB-TV channel 3 in Chattanooga, Tenn., are (left to right): Fred Gault, newscaster; Ed Aslinger, engineer; Jerry Wise, programmer; Dottie Adams, clerical, and Phil Bell, sales. Employees at the station voted for representation by Teamster Local 515 with a 3-to-1 margin among 40 employees.**

farm workers don't live as long as others. The actuarial tables of insurance companies identify farm work as non-hazardous."

5. *It is stated that a large percentage of farm workers are migratory.* The American Farm Bureau Federation says: "Most people mistakenly think that all farm workers are migrants. Actually less than one in ten U.S. farm workers is a migrant . . . latest figures show that of the total of 2,571,000 farm workers, only 257,000 are migrants.

6. *It is charged that California agriculture is dominated by inhuman and cruel corporations and conglomerates.* The American Farm Bureau Federation says, "Only 2.9% of California's commercial farms are corporation owned"—and many of these are family corporations.

7. *It is said that selfish greedy farmers are getting rich at the expense of the workers.* The latest statistics for the State of California show that farmers receive only 2-3% of their overall investment. At the same time, they are paying the highest wages in the United States for farm labor.

8. *It is stated that up to 800,000 children under the age of 16 are working in the fields.* The fact is that there are strict laws regulating child labor in all states. In Californa, a child under 16 cannot work even part time without a permit. They are not permitted to be out of school.

9. *It is stated that all or most farm workers live in poverty.* One church paper printed in Long Island went so far as to say that "The average income of a farm worker family of four is $3,170."

Both the Teamster and the U.F.W. contracts bring workers in the grape vineyards of California over $3.00 an hour. There is a base pay of $2.51 in the U.F.W. contract and $2.41 in the Teamster contract. In addition, workers receive pay for considerable piece work that brings the total to over $3.00 an hour. In addition, workers receive 10¢ an hour on a health plan, 10¢ an hour on a pension plan (in the Teamsters). U.F.W. receives 2¢ a box or about 1.5 cents an hour), and Unemployment Insurance (in the Teamsters), social security, workers' compensation etc.—The grower is paying the maximum amount he can at this time and stay in business.

All of the above charges have appeared in recent church publications. And such mis-statements and distortion of fact can only damage the church's prestige. Many thousands of farmers have been alienated from their respective congregations. It is my personal experience and that of many pastors I have talked with, both Protestant and Catholic, that they find it almost impossible to get these people to church. They do not even have their children attend religious instruction, because anti-farmer and pro-boycott statements are made a part of class matter. Can we afford to lose so many good people from the church? Are we applying the principles of justice and charity to the farmer as well as to the worker? The farmer sincerely feels that the churches have not said a kind word about him in the past ten years and he has not had a chance to explain his side of the story. I believe that churches have a duty to present a more balanced analysis of the farm picture by:

1. *Do not generalize.* Don't say that all or even most farmers do this or that injustice. Be specific.
2. *Do not print any charges against farmers without giving farm groups a chance to reply to the charges.* Print those replies side by side with the charges made.
3. Print the *good* that farmers do: Say for example, "The vast majority of farmers are honest men who are hard pressed by the price wage squeeze to remain in business."
4. We should *not unduly mention abuses of 20 to 30 years ago* as if these abuses were still existing and were the rule rather than the exception.

*Summation*: The presentation of the farm labor problem in church publications has been very prejudicial to the farmer. We have exaggerated the abuses on the part of the farmer and said nothing about the many good things he has done. This is not a balanced church position. This can and should be corrected. We must remember that farmers constitute a large number of people. It is not just the farmer himself. The term farmer includes the farmer, his family, his friends, his suppliers, the whole business community, and many people of fair mind who feel that churches are not fairly presenting the farmer's side of the issue. Christian charity demands that we do not let our zeal to obtain rights for workers to get so out of hand that we de-

## Teamster Grads

**Teamster officials who recently received graduation certificates after a 10-week course at the Social Services Institute are (left to right): Front row—Pete Tsambikos, Local 557 health and safety representative; Robert Pumphrey, Local 355 trustee; Vernon Benson, Local 355 vice president; Back row—Harry Crout, Local 355 recording secretary; Edward Poturalski, Local 937 secretary-treasurer, and Robert Robinson, Local 355 secretary-treasurer. All the local unions are affiliated with Teamster Joint Council 62 headquartered in Baltimore, Md.**

fame unjustly and alienate him from the church.

III. *What should be the attitude of churchmen with regard to the two unions, the U.F.W. and the Teamsters?*

The attitude of church groups should be fair and impartial toward BOTH unions. As it is, church papers and statements contend that the U.F.W. is the only union that could possibly represent farm workers. They present all the virtues of the U.F.W. but none of the abuses. They print all the abuses of the Teamsters but none of their good points. This is not objective reporting and could bring undesirable results.

The question must be asked: "What is to be gained by speaking so prejudicially about the Teamsters? 90% of Mexican American farm workers are in the Teamsters. All of the abuses of the Teamsters have been given full coverage in our church papers. It is alleged that they are bullies, that they got all their California contracts in the grape fields by back room deals, that they signed "sweetheart contracts" with the growers, that they are an impersonal union with no interest in the workers, that workers do not have much say in running the union, etc., etc.

All these things can be seen in print, but we never hear that—1. Teamster contracts cost growers more than U.F.W. contracts; 2. The most recent Teamster contract (with the K. K. Larson ranch of the Coachella area cost growers 5% more than any table grape contract in California; 3. The Teamsters have unemployment insurance whereas the U.F.W. does not. This cost the growers 3.9% of gross wages and is one of the benefits farm workers need most; 4. The Teamster contract pays 10¢ an hour on a pension plan whereas the U.F.W. contract pays 2¢ a box or 1.5 cents an hour; 5. The health plan of the Teamsters, at least from an administrative standpoint, is superior to that of the U.F.W. (Read *Time* Magazine's April issue on this) 6. The Teamsters are superior in administration, that is, in their know-how as regards the day by day operation of a union. (Read *Time* Magazine's April issue on this.)

On the other hand, while it is perfectly proper for church papers and leaders to present the achievements of the U.F.W.—the fact that Mr. Chavez was a pioneer in the field of farm labor, the fact that the U.F.W. has done much to improve the wages and working conditions of farm workers, they should also admit the five main abuses of the union: 1. *Family splitting*: sending members of one family to 2-3 different ranches, a practice that made it difficult for one car families to get their members to and from work, and they resented the fact they could not work on ranches they had worked at for many years; 2. A $25.00 fine for missing a union meeting; 3. Harassment of workers by union hiring hall officials in the office and in the field. 4. Having to be rehired (dispatched) about six times each season. Each time an operation on the ranch was completed, the workers in effect lost his job and had to go 5-20 miles to the union hiring hall, wait up to four hours in line, and be sent back to do the next operation on the vines. Often the number of hours on the picket line determined whether a man was hired rather than his seniority; 5. Till recently, workers were forced to pay back dues before they could be re-hired. In the interest of objective reporting, these abuses should be mentioned side by side with those of the Teamsters. Pressure should be equally placed on both unions to reform. We can be for a union and still insist that reforms be made. We can and should, however, let both the Teamsters and the U.F.W. answer charges made against them.

*Summation*: From a churchman's standpoint, I think it is very unwise to defame and alienate a union that is doing as much for its members as the Teamsters. We should:

1. Point out the good that they do along with their abuses—and give them a chance to answer charges made against them.
2. In fair play, we should point out the abuses of the U.F.W. along with their many good points. They too should be given a chance to reply to charges made against them.
3. Support *both* unions but do so fairly and impartially. Churchmen should not load the deck in favor of one union over the other.—If defamation and mis-statement continue to be the order of the day with regard to the Teamsters, it is hard to see how churchmen will have any constructive influence on that union in the future. They will be alienated from the church and church leaders.

As stated before, 90% of Mexican Americans in the vineyards are in that union. Many are very loyal to it . . . and resent the fact that their union is being maligned.—*Churchmen must realize that there has been a drastic change in worker loyalties in the past four years.* Whereas in 1970, most workers were loyal to the U.F.W., the same cannot be taken for granted at this time. In 1973, overwhelming numbers of workers signed petitions on almost all ranches of the Coachella Valley saying, "We do not want to be represented by the U.F.W.—We do want to be represented by the Teamsters." Only state or federal elections can determine the issue definitely, but there is strong evidence that the abuses of the Chavez union paved the way for the Teamster takeover and that a high percentage of those under Teamster contracts are happy to be in that union.

My name is: Rev. Richard Humphrys, c/o Our Lady of Soledad Church, 52-525 Oasis Palm, Coachella, California 92236.

I am pastor of Our Lady of Soledad Church. I want it clearly understood, however, that I speak as a private individual exercising his constitutional right to express views that he considers important. I do not write as an official representative of the Church or the Diocese of San Diego. Many churchmen and others have asked me for my views on the subject and I am replying by sending them this position paper for clergymen. Any or all of it may be freely quoted or printed if so desired. If you have any questions, I will try to reply to them as my demanding schedule permits.

Sincerely in Christ,
Rev. Richard Humphrys

## TV Station Crew Votes Teamster

Employees of Station WALA-TV Channel 10, including the news staff, voted for representation by Teamster Local 991 of Mobile, Ala., in a recent National Labor Relations Board ballot.

Jack W. Seebeck, Local 991 business representative, conducted the organizing campaign. The vote for Teamster representation was by a solid 2-to-1 majority. The actual ballot tally was 26 for the union and 13 against.

# MISCELLANEOUS

## Rights & Protections

# Youthful Summer Workers Get Wage Law Illumination

SCHOOL-AGE youths taking summer jobs have certain rights and protections under the minimum wage law, the Labor Department notes, some of which can mean more take-home pocket money.

For example, certain employers must pay at least the minimum wage to their workers. Also, certain employers must pay one and one-half times a worker's regular rate of pay for work in excess of 40 hours a week.

The rights and protections are spelled out in the Fair Labor Standards Act (FLSA)—known as the minimum wage law. The FLSA was passed in 1938 to protect working Americans, including summer employees, from low wages and long hours.

The law is designed to cover most workers who individually engage in interstate commerce or produce goods for interstate commerce, or who work in certain enterprises, the activities of which relate to interstate commerce.

Examples of workers covered are those in manufacturing, processing and distribution establishments, in gasoline service stations and in many retail and service businesses.

The law was amended in 1966 to extend coverage to workers in elementary schools and colleges, hospital and nursing homes, laundries and dry cleaning establishments, and all construction and reconstruction enterprises regardless of annual gross volume of sales or business done.

Workers in retail and service establishments which gross at least $250,000 a year are also covered. The education amendments to the law passed by Congress in 1972 also extend coverage to workers in pre-schools such as day-care centers and kindergartens.

Since the FLSA was amended this spring—effective May 1, 1974—most nonsupervisory employees of Federal, State and local governments and domestic service workers come under the protection of the law.

The minimum wage differs for three different groups of workers, and summer employees are found in all three groups:

—Nonagricultural employees covered by the law prior to the 1966 amendments must receive a minimum wage of $2 an hour.

—Nonagricultural employees covered by amendments passed in 1966 and later must be paid at least $1.90 an hour.

—Agricultural workers employed by an employer who used more than 500 man-days of farm labor in any calendar quarter of the preceding calendar year are entitled to a minimum wage of $1.60 an hour.

There are certain exemptions to the minimum wage and overtime requirements. Some of these exemptions will be changing over the next few years. Among those in effect this summer, and of particular interest to school-age youths, are the following:

—Employees of retail and service establishments which gross less than $250,000 a year are exempt for both the minimum wage and overtime pay requirements. Included in the exempt category are motion picture theaters and bowling alleys which gross less than $250,000 annually.

—Food service and catering employees in retail or service establishments covered by the law must be paid a minimum wage, but overtime is required only after a 48-hour workweek.

—Hotel, motel and restaurant workers in covered establishments, including maids and custodial workers, are presently subject to a 48-hour overtime standard.

—Workers in certain seasonal amusement or recreation establishments are exempt from the minimum wage and overtime provisions. Employees of private summer camps are included in this category.

—Employees of motion picture theaters covered by the FLSA must be paid the minimum wage, but they are exempt from overtime payments. Employees of covered bowling alleys should be paid the minimum wage and overtime after 48-hour workweek.

—Live-in domestics are not entitled to overtime payments. Casual babysitters and companions to the aged and infirmed are exempt from the minimum wage and overtime requirements.

—Agricultural workers on farms using not more than 500 man-days of labor during any quarter of the preceding calendar year are exempt from the minimum wage provisions. So are members of the farmer's immediate family. Generally, agricultural work-

## $21,994 Backpay

**Ed Fedor and Joe Gilson, employer victims of a Teamster organizing campaign at the Tri-City Construction Co., of Little Falls, Minn., recently were awarded $21,994 in backpay for the discrimination they suffered. The two are shown with their checks flanked by Central Conference of Teamsters organizers (left to right): Jack Perron, Everett Halsey, Gilson, Jack J. Jorgensen, Jr., Don Shafer, Dan Foriter, Fedor and Darby Peterson.**

Taxpayers:

If you have a teenage son or daughter working this summer, here's the tax situation—no matter how much your child earns, you may claim him as a dependent when filing your income tax return *if you provide more than half his support and he is under 19 or a full-time student at least five months of the year.*

The Internal Revenue Service says that the child may also take an exemption for himself on his tax return. With the $1,300 low-income allowance and the $750 exemption, a youngster may earn up to $2,050 without owing federal income taxes. If he owed no taxes last year and expects to owe none this year, he can avoid withholding taxes by filing an IRS form, W-4E, with his employer.

ers are exempt from overtime.

Younger students looking for summer jobs should know that the child labor law prohibits certain work under specified ages. Generally, employees must be 16 years of age.

However, at any age youth may deliver newspapers; act or perform in motion picture, theatrical, radio or television productions; work for their parents on a home farm; and outside of school hours for the school district where such employee is living while he/she is employed, work with parental consent on a farm using not more than 500 man-days of agricultural labor in any quarter of the previous calendar year.

Also, 12- and 13-year-olds may work outside of such school hours on any farm where their parents are employed or with written parental consent, and minors 14 years of age and older may be employed generally in agriculture outside of such school hours. However, if the agricultural work has been declared hazardous by the Secretary of Labor, employees must be 16 years old.

Youths who are 14 and 15 may be employed in most office and clerical jobs and may hold a variety of retail, food service and gasoline service jobs. Among them are cashiering, selling, price marking and tagging; assembling orders, packing and selving; bagging and carrying out of orders; kitchen and cleanup work; cleaning vegetables and fruits; wrapping, sealing, labeling, pricing and stocking goods; washing and polishing cars; operating gasoline pumps and performing other courtesy service.

No one under 16 may be employed in a non-agricultural occupation more than 40 hours in any one week when school is not in session. Nor may he or she work later than 9 p.m. from June 1 through Labor Day. During the school year, working hours outside of school are more limited.

Workers must be 18 to work in non-agricultural occupations declared hazardous by the Secretary of Labor.

Employers are required to obtain proof of age in accordance with the Secretary's regulations. Any person who violates the child labor provisions or any regulation thereof shall be subject to a civil penalty not to exceed $1,000 for each violation.

Special lower minimum wages are permitted for students in certain cases. An employer who wants to hire full-time students under this provision must apply for special certificates issued by the Secretary of Labor.

Further questions and requests for guidance should be referred to the nearest office of the Wage and Hour Division. It usually is listed in the white pages of the telephone directory under the U.S. Department of Labor heading in the U.S. Government listings.

## Manufacturing Workers Go Teamster

By a majority of better than 3-to-1, some 150 employees of PECO Mfg., Co., voted for representation by Teamster Local 255 of Portland, Ore., in a recent National Labor Relations Board election.

Larry Vance, Local 255 secretary-treasurer, said 123 of the employees eligible to cast ballots did so. The Teamsters garnered 93 votes and an ineffective independent union received 27 votes.

The Teamster local union entered the scene when the PECO workers, fed up with their toothless independent union, asked for help.

The company is engaged in the fabrication of metal and plastic products, casting of small parts, and screw machine operation as well as the production of other miscellaneous items.

## Puyallup Police Go Teamster In Washington

Members of the Puyallup, Wash., police department recently joined the growing list of law enforcement personnel holding membership in Teamster Local 461 in Tacoma, Wash.

The Puyallup bargaining unit was certified by the Washington State Department of Labor and Industries. An agreement was negotiated with the City of Puyallup shortly afterward and accepted unanimously by the new Teamsters.

### Unionized Officers

Lewis C. Hatfield, secretary-treasurer of Local 461, said the addition of Puyallup police officers to the local union's roster brings to approximately 90 per cent the law enforcement men covered by union agreement in Pierce County, Wash.

Other departments under contract to Local 461 include: Pierce County sheriffs, Tacoma police department, and units in Steilacoom, Gig Harbor, Ruston and Bonney Lake.

## Retiree Dies

**Melroy A. Horn, former president and business representative of Teamster Local 618 in St. Louis, Mo., died recently after a bout of several years with a respiratory disease. Horn retired 18 months ago. He had been president of the local union for 34 years and was a business agent for four decades.**

## ATA Predicts

# Trucking Industry Growth Will Continue Past Trend

MOTOR CARRIERS have increased their share of total revenue of federally regulated freight phenomenally since 1945 and will continue to do so into the 1980's.

That's the prediction of the American Trucking Associations, Inc., made at the industry's latest convention.

Simultaneously, ATA officials reported that the trucking industry has reflected its share of last year's Gross National Product increase with a healthy rate of expansion.

The truck share of federally regulated freight in 1945 was 16 per cent. The figure zoomed to 53 per cent by 1971, the latest year for comprehensively accurate reports.

ATA expects the trend to continue—based upon anticipated industry gains of about 25 per cent and revenue increases of about 7 per cent annually during the next 10 years—until the 1980's when freight revenues will total an estimated 60 per cent of the federally regulated tonnage moved by all forms of carriers.

Research specialists for the trucking industry forecast that in 1974 the economy will grow at a slower rate than in the past two years. Nevertheless, the truck movement of intercity tonnage is expected to increase at a comparable or slightly higher rate.

Despite sharply increased costs of fuel—as much as 40 or 50 per cent in some areas—the motor carrier industry expects to maintain a stable profit picture. Overall, fuel cost hikes have the effect of adding one additional percentage point to the operating ratio.

The amount of revenue growth, however, is expected to give the carriers a commensurate profit that will take them through the rough spots.

Operating profit margins, noted the ATA, have been maintained at the same 4 to 6 per cent level that prevailed at the end of World War II and are actually slightly improved now from the levels that prevailed in the early 1960's.

The industry has managed to adjust to operating expenses that were not on the ledger a few years ago. The prime example is the effect that environmental and safety legislation have had on equipment costs.

Anti-pollution devices required for new 1974 tractors will increase the price from 5 to 10 per cent, it is estimated, while new anti-skid locking devices will add an estimated 6.3 to 14 per cent to the cost of new trailers.

In a general sense, the motor carrier industry growth reflects a rising demand on the part of the consuming public for the products and services offered by business and industry, as well as the insistence of shippers on the quality, efficiency, economy and flexibility of transportation that can be provided only by trucks.

This truism has become so concrete that the trucking industry now is considered to be one of the most reliable barometers of business activity as well as national economic health.

Motor carriers continue an annual growth rate in virtually every category and have a substantial impact on the life style of all Americans.

Last year was no exception as new truck registrations surpassed the 2-million mark for the first time in history. The actual registration figure was 2,410,530—a gain of nearly 22 per cent over the previous year.

Truck-trailer sales increased almost 43 per cent last year while van trailer sales jumped nearly 45 per cent. Other equipment types showed gains of better than 40 per cent.

Private and for-hire trucks registered in the United States totaled 20,226,240 in 1972, an increase of 7.4 per cent over the previous year. These vehicles now make up 16.8 per cent of all private and commercial vehicles traveling on the nation's highways.

The ATA provided some interesting facts to illustrate the extent to which America depends upon motor carriers.

Truck delivery statistics reveal that motor carriers move 50.6 per cent of all foods; 71.7 per cent of all meats, poultry and small game; 69.9 per cent of all dairy products; 51.1 per cent of all canned and preserved fruit, vegetables and sea food; 42.5 per cent of all grain mill products; 73.3 per cent of all confectionery goods, and 69.1 per cent of all beverages and flavor extracts.

In addition, trucks deliver practically all livestock to major markets. The majority of manufactured products also are carried by truck such as sand and gravel, crushed stone, and portland cement in the mineral products class.

Underscoring the steep rise in truck vehicle mileage reported in 1972 is the continuing development by motor carriers of new markets made more accessible by new and improved roads.

Commercial motor vehicles accounted for approximately 19 per cent of the nation's total vehicle mileage as they outpaced the annual growth rate set by all modes of transportation in ton miles last year.

Total truck ton-miles increased 5.62 per cent last year to 470 billion while all other modes of transportation managed a gain of 4.65 per cent.

The ATA said the total operating revenue for 3,640 Class I and II motor carriers of property in 1972 —those with annual gross earnings of $1 million and $300,000 respectively —increased to almost $17 billion. Expenses totaled slightly more than $16 billion. The resultant operating ratio was 94.3 and was considered slightly less profitable than 1971 yet still generally good in comparison with previous years.

An important development in the motor carrier industry in recent years has been the rising concern over road safety. All big carriers and most smaller ones maintain meaningful safety programs.

This has become imperative because of the greater number of vehicles on the roads, traveling greater distances than ever before, with the result that safe operation not only is desirable but has become an imperative necessity.

Teamster drivers have led the way in perfecting highway safety at the asphalt level. Contrasted with the number of accidents for passenger cars, which averaged approximately 29 wrecks per million vehicle-miles last year, trucks were involved in 15 accidents per million vehicle-miles traveled.

The wide disparity in the figures is a testament to the overall excellence and reliability of the professional skills of truck drivers.

Helping to improve the highway safety picture has been the completion of better roads throughout the United States.

The nearly completed Interstate Highway System has proven that it provides faster and safer travel than any other road complex in the country.

The fatality rate per million vehicle-miles on Interstate Highways was 2.59 for all vehicles compared with 4.89 on non-Interstate roads for 1971. Moreover the fatal accident rate on Interstate Highways continues to decline, according to federal authorities.

**During 1973**

# Intercity Truck Tonnage Exceeds 10% Increase

TONNAGE of intercity freight transported by truck last year increased 10.5 per cent compared with 1972 and was nearly 20 per cent higher than tonnage transported in 1971.

Freight increases were experienced in all four quarters last year, according to the American Trucking Associations, Inc., which keeps careful tab on such figures.

In addition, tonnage gains were chalked up in all nine geographical regions with the largest percentage of increase coming in the central area.

During 1973, a total of 2,343 major common and contract motor carriers of property transported 745,741,082 tons of intercity freight. The total for 1972 was 675,143,843 tons.

Common carriers accounted for 92.3 of the total tonnage.

The regional breakdown of numbers of carriers, amount of tonnage and size of increase determined by the ATA follows:

New England—156 carriers, 22,809,795 tons, 2.1 per cent increase.

Middle Atlantic—590 carriers, 155,089,615 tons, 6.9 per cent increase.

Central—513 carriers, 202,527,260 tons, 13.8 per cent increase.

Southern—350 carriers, 132,357,068 tons, 12.8 per cent increase.

Northwestern—109 carriers, 52,567,553 tons, 8.1 per cent increase.

Midwestern—152 carriers, 43,823,677 tons, 13.0 per cent increase.

Southwestern—168 carriers, 58,832,344 tons, 11.9 per cent increase.

Rocky Mountain—74 carriers, 19,330,878 tons, 6.2 per cent increase.

Pacific—231 carriers, 58,402,892 tons, 7.9 per cent increase.

## Fitz Receives Omaha Retiree Appreciation

**Dear Bro. Fitzsimmons:**

**I want to express my sincere thanks and appreciation to the union for the fine pension I am now receiving and also to the fine staff at Teamster Local 554 of Omaha, Neb. . . . Also, my thanks go to Yellow Freight Systems, Inc., for their contributions to the pension fund on my behalf.**

**I have seen many accomplishments in the 38 years that I have been a member. Keep it up.**

**To all members, I would like to say: Attend every meeting you can. You have a great organization. Keep it that way.**

**Fraternally yours,**
**Arthur F. Kulla,**
**Lincoln, Neb.**

## Contract Case Won by Local In Missouri

The National Labor Relations Board ruled recently that Francis Chevrolet Co., of St. Louis, Mo., unlawfully refused to execute a collective bargaining agreement which had been negotiated in its behalf by a bargaining committee representing 14 employer auto dealers.

Agreeing with the findings of the administrative law judge, the Board's decision favored Teamster Local 618.

### Evidence in Case

Evidence revealed that the 14 companies, including the Francis firm, manifested an unequivocal intention to be bound in collective bargaining by group rather than individual action, and that the union—representing office workers—entered upon negotiations with the employers' representatives.

Francis Chevrolet was ordered by the Board to cease the illegal conduct, execute the agreement, bargain in good faith with the union, and reimburse employees for financial losses sustained as a result of the refusal to execute the contract.

## ● Jersey Win

Drivers, helpers and yardmen employed by Fortune Gypsum Products, Inc., a building materials company in Pleasantville, N.J., voted for representation by Teamster Local 331 of Atlantic City, N.J., in an election conducted by the National Labor Relations Board, according to Robert Cericola, secretary-treasurer.

## ● Colorado Win

Workers employed by Merrit Packing & Crating Service, Inc., a transfer and storage firm in Denver, Colo., voted overwhelmingly for representation by Teamster Local 17 in a recent National Labor Relations Board election, according to Michael P. Lucero, president of the local union.

## ● In Michigan

A majority of drivers, warehousemen and other workers employed by Rems Corp., in Saginaw, Mich., voted for representation by Teamster Local 486 in a recent National Labor Relations Board election.

James Bohlen, Local 486 business representative, said the tally was 11 to 8 in favor of the union. The bargaining unit also includes panel builders, rewinders, welders, shipping and receiving clerks, and servicemen employed by the industrial electric motor service firm.

## ● Alaska Win

By a margin of 2-to-1, technicians employed by Philco-Ford Corp., in Kodiak, Alaska, voted for representation by Teamster Local 959 of Anchorage, Alaska, in an election conducted recently by the National Labor Relations Board, according to Jesse Carr, secretary-treasurer of the local union. The bargaining unit has 30 members.

## ● Tank Truck

Tank truck drivers employed by Cargill, Inc., of Buffalo, Ia., voted unanimously for representation by Teamster Local 371 of Rock Island, Ill., in a recent National Labor Relations Board election, according to G. L. Frame, organizer for the local union.

## ● Insurance

Wisconsin was the first state to adopt an unemployment insurance law in the United States in 1932, according to the Department of Labor.

## Braniff's 1st Retirees

**The first employees of Braniff Airways to retire under the pension plan negotiated by Teamster Local 19 at Dallas, Tex., are shown with their initial checks (left to right): Front row—D. C. O'Connor, S. I. Neely, V. Lattimore, Edna Gambrell; Back row—Don Hays, Braniff vice president, Marvin L. Schlinke, Local 19 secretary-treasurer, Velda Chamberlin, Eddie Kanneberg, Mort O. Wells, Louise Robbins and John T. Pierce, Local 19 president.**

# LEGISLATIVE REPORT

## Congressional Power Now Suburban

THE GREATEST source of influential power in the U.S. House of Representatives now rests in congressmen elected from the suburbs of major cities—but the residents of America's suburbia have yet to recognize the potential.

A careful study by *Congressional Quarterly,* based upon census figures and voting patterns, shows that congressional districts with a suburban origin now dominate the House of Representatives.

As a matter of fact, the source of influence has practically flip-flopped in less than 10 years.

As recently as 1966, congressmen from suburban districts were third in numbers. They were out-numbered almost 2-to-1 by representatives from rural districts. The actual count was 181 to 92.

Today, suburban congressmen have a slight edge over rural representatives in total numbers—131 to 130. The figure represents an increase of 39 for suburbia and a loss of 51 for rural districts.

Throughout the period since 1966, the number of urban representatives has remained relatively constant. Today, congressmen from city districts total 102, a slight decrease from 1966.

The remainder of the House membership has a district origin that is mixed geographically. This section also has shown an increase in recent years, moving from 56 members in 1966 to 72 members now.

The significance of these figures is that the nation's political system is beginning to catch up with the actual mobility of Americans. For the first time in history, the 1970 census revealed that more people were living in the suburbs than in cities or non-metropolitan areas.

On the face of it, an observer would be inclined to think of the population shift as a political bonanza for ambitious candidates in the suburbs. However, a scrutiny of the congressional voting record reveals that suburban representatives—like their constituents—are disparate and certainly not organized as a bloc on a par with the farm bloc, for example.

Suburbia today is composed of people with far-ranging differences in backgrounds, income, living patterns and so forth.

On one side of a major city, the congressional district may consist of the so-called "silk stocking" voter, but on the other side of town it may be strictly a "blue collar" area—or a ghetto sandwiched between other districts.

The differences are reflected in floor action in the House of Representatives. Several congressmen are frank to admit that they know of no attempt to organize a suburban caucus. Some do not even know congressmen from other districts ringing the same metropolitan area.

*Congressional Quarterly* quoted Richard Lehne, a Rutgers University political scientist, as saying: "Because the suburbs are so different, it's hard for the suburban members (of Congress) to get together for a common interest."

### No Cohesion

Focusing on the urban, suburban and rural voting behavior of congressmen in 1973—because it was the first congressional session after House district lines were redrawn in accordance with the 1970 census—*CQ* found that in general there was no cohesive suburban voting bloc.

On the surface, suburban House members often seemed to strike a balance between the urban and rural points of view. There was no indication that such House members were voting more on the basis of distribution, density and other statistics than along Party lines.

There was only one voting subject in which there seemed to be any unanimity and that was transportation, particularly mass transit. Even here, however, there was a division. While suburban members were almost as willing as city members to favor use of the highway trust fund for mass transit projects, they were decidedly split when it came to mass transit operating subsidies.

Opinions differ greatly on whether, in terms of the future, there will be any coherent set of programs around which suburban congressmen are likely to coalesce their voting strength.

There are those who believe that the concept of regional planning will serve as a magnet of interest to both city and suburban members. To put it another way: If the city is dying, then certainly the suburbs around it will suffer equally.

It is believed that eventually suburban congressmen will learn to concentrate on issues that unite them despite differences in background.

A steady decrease in rural voting strength probably will result in encouragement of such unity. Another encouragement could be the continued shift of the more affluent in society—away from the decaying inner cities to the greener pastures that surround them.

But the biggest encouragement will come when suburban dwellers fully realize their voting strength and pressure congressmen into becoming the strongest bloc operating on Capitol Hill.

## Consumers Cheated $10 Billion

A member of the Federal Trade Commission charged recently that consumers are being cheated of at least $10 billion annually by businessmen who fix prices.

The charge was leveled by Mayo J. Thompson, an FTC commissioner, who quoted a study noting that price fixing was almost universal in a wide variety of industries selling to local, state and federal agencies.

Thompson charged that steel companies alone overcharge the public by at least $1.25 billion a year through price fixing.

# LEGISLATIVE REPORT

## Inflation's Impact

# Mythical Family Budget Updated by Labor Dept.

A CITY WORKER in the low and medium wage range with a wife and two children has been hit the hardest by continuing inflation, according to the Labor Department's Bureau of Labor Statistics.

The reason is that food prices, which have been soaring steadily as every housewife knows, is the major item that attacks the family pocketbook for a low-medium income worker more than it hurts the worker in higher income brackets.

BLS has recently updated its 1973 family budgets that reflect three levels of earning: lower income bracket families, an intermediate income bracket, and a higher income bracket.

Measured from the autumn of 1972 to the autumn of 1973—and living costs have gone up since then—the lower budget for a 4-person family has increased 10.8 per cent, for the intermediate income family 10.3 per cent, and for the higher income family 9.9 per cent.

In money terms the average cost of the lower budget went from $7,386 to $8,181. The intermediate budget went from $11,446 to $12,626 and the higher budget level went from $16,556 to $18,201.

The budgets reflect what the average family in the three categories has of clothing, house furnishings, major durable equipment and other articles.

In analyzing the budgets, the BLS noted that food—both at home and a certain number away from home—accounts for 37 per cent of the total costs at the lower level; 33 per cent at the intermediate level and 30 per cent at the higher level.

In contrast to food, housing costs went up as income went up; at the lower level the budget was 25 per cent for a rented home; 30 per cent at the intermediate level for ownership and 33 per cent for the higher budget. The two higher levels reflect the costs of mortgages and amortization.

Medical care, in addition to food, cost the lower budget level proportionately more than the two higher levels; lower budget costs for medical care averaged 10 per cent of total costs; 7 per cent at the intermediate level and 5 per cent at the higher level.

Actual daily living costs were proportionately higher for the lower income budget than for the other two. At the lower level consumption costs came to 80 per cent of income, leaving 20 per cent for gifts and contributions, occupational expenses, life insurance, social security payments and income taxes. For the intermediate budget, consumption costs were 77 per cent of income and for the higher income, 74 per cent, leaving a higher proportion for other than subsistence items.

**Here is a summary of the three budgets:**

| | Lower Budget | Inter. Budget | Higher Budget |
|---|---|---|---|
| TOTAL BUDGET | $8,181 | $12,626 | $18,201 |
| Total family consumption | 6,580 | 9,761 | 13,450 |
| Food | 2,440 | 3,183 | 4,020 |
| Housing | 1,627 | 2,908 | 4,386 |
| Transportation | 563 | 1,014 | 1,315 |
| Clothing | 696 | 995 | 1,456 |
| Personal care | 205 | 275 | 390 |
| Medical care | 660 | 664 | 692 |
| Other family consumption | 389 | 722 | 1,191 |
| Other items | 385 | 611 | 1,024 |
| Taxes | 1,216 | 2,254 | 3,727 |
| Social Security and disability | 492 | 647 | 647 |
| Personal income taxes | 724 | 1,607 | 3,080 |

## ● In Government

Employment in state and local government expanded by more than two-thirds between 1960 and 1972, according to the Department of Labor.

## Campaign Fund Checkoff Nets $30 Million

**Almost $30 million has been earmarked by the nation's taxpayers for the new presidential election campaign fund being amassed for the 1976 general election.**

**In 1974, with the checkoff in its second year, the Internal Revenue Service reported that taxpayer response on the 1973 income tax return had increased fivefold to 15 per cent over the first year which brought in $4 million.**

**The 1973 collection added another $17.5 million to the fund, plus $8.4 million collected retroactively from taxpayers who had missed the first year of the checkoff.**

**The IRS said that by July 1st the total collection so far amounted to $29.8 million. The total anticipated by the General Accounting Office for the '76 election is $72 million.**

**In 1973, only 3.1 per cent of the nation's taxpayers checked off a dollar for the fund—a low rate attributed to the "hidden" aspect of the insertion in the income tax return.**

**Returns this year, however, had the checkoff prominently displayed on the first sheet.**

**Congress enacted the checkoff in 1971.**

## Job Fears Disturb Unskilled

Fears and apprehensions about their jobs can lead to emotional disturbances for workers, supervisors and executives, according to a Canadian specialist, Rolf E. Rogers.

Writing in a publication produced by the University of Michigan, Rogers said organizations can induce psychosomatic illness at all levels in an industry.

"Recent evidence has disclosed," he said, "that workers on unskilled jobs are significantly more likely to suffer from personality disturbances and psychosomatic illnesses than are skilled workers."

# LEGISLATIVE REPORT

## Consumers Present 'Sting' Awards

The Consumer Federation of America recently presented "sting" awards in absentia to nine of the leading companies in the United States for their opposition to labor-supported legislation that would create a Consumer Protection Agency.

Three "pat on the back" citations were similarly presented to companies that have been supporting a Consumer Protection Agency proposal under consideration in Congress.

Receiving the "stings" were Ford Motor Co., General Motors, American Cyanamid, Sears Roebuck & Co., J.C. Penney, Sun Oil, Greyhound, Western Union and General Electric Corp.

### Other Stings

In addition, anti-consumer awards were presented in absentia to the National Association of Manufacturers, Grocery Manufacturers Assn., Chamber of Commerce of the United States, and National Association of Food Chains.

"Pats on the back" went to Montgomery Ward, Zenith and Motorola.

Both the Chamber of Commerce and Ford objected strenuously to the anti-consumer label in telegrams directed to Carol Tucker Foreman, executive director of CFA. However, they did not deny they are lobbying actively against the consumer protection legislation.

### Award Explanation

In explaining why the "sting" awards were made, Mrs. Foreman said that "for years, each of these companies and associations has used a portion of its income—income derived from sales to the public—to represent its own interests before Congress and federal agencies. There is no similar representation for the consumer. The CPA would guarantee that consumers' interests will be represented when government decisions, which affect them, are being made."

In presenting the "sting" awards, it was noted that each company had an "advertising slogan that stressed concern for its customers. Yet, in private, each is making a major effort to prevent the creation of this vital piece of consumer legislation."

## DOT Plan

## Incentive Grants Aimed At Reducing Road Deaths

States making significant progress in reducing their annual highway fatality rates would be eligible for special incentive grants under a program proposed by the Department of Transportation.

The fatality reduction incentive program was established by Congress to encourage states to develop increasingly effective methods for reducing the highway death toll.

States that satisfy the criteria through fatality reductions in calendar years 1973 and 1974 would be eligible to receive incentive grants for fiscal years 1975 and 1976. The criteria is being prepared by DOT's National Highway Traffic Safety Administration and the Federal Highway Administration.

An eligible state could receive a grant equaling as much as 25 per cent of the federal highway safety funds it receives.

To be eligible to get a grant, a state:

—Must have a decrease in its fatality rate compared with its average rate of the four preceding years.

—Must not have a per cent increase in traffic fatalities greater than the national percentage increase.

—Must have either a fatality rate less than or equal to one-half the national rate, or reduce its fatality rate by at least 10 per cent more than the national percentage of reduction.

Publication of final criteria for the program is scheduled for this coming September, according to DOT. Meanwhile, interested parties have been invited to comment on the program.

## Reappointed

**Frank Cannizzaro, a trustee of Teamster Local 210 in New York City, recently was reappointed to the National Advisory Council on Vocational Education by President Richard Nixon.**

**Cannizzaro's term will expire in January, 1977.**

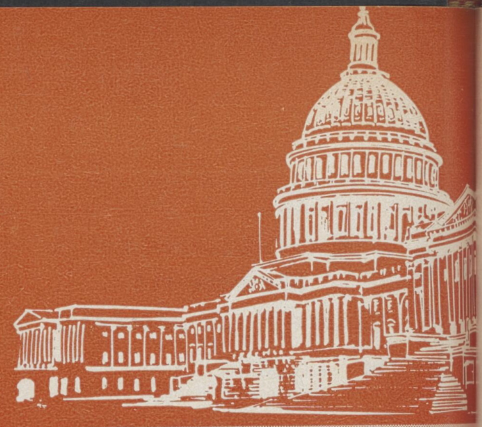
**In a letter to Teamster General President Frank E. Fitzsimmons, Cannizzaro wrote:**

**"I know that my reappointment to this prestigious body would not have been possible without your personal support and the backing of our great International Union. I am extremely grateful for the faith you have demonstrated in my ability to represent our union in the field of vocational education."**

## Executive Board

Newly installed officers of Teamster Local 822 in Norfolk, Va., are (left to right): R. M. Jennings and Charles Owens, trustees; Leon J. Boone, vice president; Ernest Hines, president; Norman Olitsky, Local 822 attorney; Otis Landis, secretary-treasurer, and Sampson Morris, trustee; Marshall Hart, recording secretary, was not present for photo.

# Legislation, Politics, Government



• **SPARKMAN VIEWS FUTURE**

Sen. John Sparkman of Alabama is scheduled to become the next chairman of the important Senate Foreign Relations Committee. He will succeed J. W. Fulbright, beaten in the Arkansas primary recently by Gov. Dale Bumpers. The 75-year-old Sparkman says his job will be to support Presidential policy and follow the majority will of committee members.

• **ANTI-UNION OBJECTION**

Labor Secretary Peter Brennan has been receiving heat from Sen. Clifford P. Hansen of Wyoming, whose anti-union voting record is one of the most outstanding. Hansen complains because Brennan has been consulting organized labor regarding federally-insured small industry loans under the Rural Development Act. Brennan replied that it was appropriate to call on various oranizations for facts.

• **PERSONAL PRIVACY**

Former Attorney General Elliot L. Richardson has urged passage of legislation to protect personal privacy while curbing governmental abuses of surveillance, wiretaps and data collection systems. Testifying before a special subcommittee of the Senate, Richardson admitted that both Army intelligence and the FBI had engaged in "unwarranted" expensions of their roles.

• **CONGRESSMAN COMPLAINS**

Congressman Lee Hamilton of Indiana has a running complaint that so far has not been satisfied. He keeps trying to find out why the government has spent $375,000 to study the toy known as the Frisbee, and also why it is spending $121,000 to find out why people say, "ain't."

• **PRODUCTIVITY AND WORK QUALITY**

President Nixon has signed into law a bill authorizing $2.5 million for the fiscal 1975 operation of the National Commission on Productivity and Work Quality.

• **NEW COIN COMING?**

The Treasury Department is seriously mulling the possibility of producing a new coin—probably a 2-center—to meet the realities of inflation. Meanwhile, Mary Brooks, the director of the Mint who kept a jar of pennies in her office while urging Americans not to hoard them, has surrendered her supply.

• **FOOD AGENCY RECOMMENDED**

A panel of specialists reported to the Senate Select Committee on Nutrition and Human needs recently that there should be a reorganization of all federal programs dealing with food policy so that they would come under one agency.

• **FUND-RAISING DECLINE**

Company-sponsored, legal fund-raising campaigns to finance political candidates are suffering in the corporate area. Many companies are dropping their fund-raising programs. In 1964, some 39 per cent of 200 leading firms had the voluntary programs; a recent survey shows the figure has dropped to 17 per cent.

• **SMOKING LEGISLATION**

Non-smokers are gaining ground as states and cities pass legislative bans on tobacco use. Arizona's year-old ban on smoking in places where the public gathers—such as elevators, theaters and buses, etc.—has become the model for others. At least 12 other states are now considering legislation. Some 54 cities have banned smoking in buses and other public places.

• **DUNLOP MOVES**

John T. Dunlop, director of the now-defunct Cost of Living Council, has been named a special consultant to the Treasury Department. He also has returned to Harvard University as a lecturing professor.

# For Your Information

## ● Truck Historical Society

The American Truck Historical Society just celebrated its third birthday by making ambitious plans for collecting more data on the record of truck transportation in the United States.

There were 67 delegates at the recent annual meeting of the organization in Dearborn, Mich., double the number of delegates that attended the 1973 conference.

The historical society, which already has the cooperation of the American Trucking Assns., Inc., plans to appeal to state trucking associations for help in collecting the history of the industry.

## ● Bicycle Safety

The Department of Transportation has asked the Federal Highway Administration to step up research on bicycle facility design and construction—also to encourage highway aid planning and construction programs to facilitate the use of the bicycle as a transportation vehicle.

The action is aimed at increasing the use and improving the safety of the bicycle as a means of transportation.

Further, the Urban Mass Transportation Administration has been asked by DOT to encourage the use of mass transit grant funds to facilitate the bicycle as a feeder service to mass transit facilities.

## ● Population Growth Slows

The rate of population gain in the United States decreased by a third between 1970 and 1973, according to a report by the Department of Commerce.

Net gain in population in 1973 was 1.5 million persons, only two-thirds of the 1970 gain which was more than 2.2 million or about half the record gain of more than 3 million in 1957.

The figures for 1973 show a drop in three basic measures of population fertility: Crude birth rate, general fertility rate and total fertility rate.

## ● Phone Doubletalk

John D. deButts, chairman of the American Telephone & Telegraph Co., asserted recently that his company researchers would never extend their work to development of sophisticated wiretap or eavesdropping devices.

deButts said: "We oppose wiretapping research and the invasion of a customer's privacy. We have never been approached by the government to do such research and if we would be, we would refuse."

He added that telephone companies never actively participate in governmental wiretap activities, saying: "We just show them what box or line they want and let them do the rest."

## ● Consumers Change Ways

Finding themselves increasingly the victims of inflation, consumers are changing their ways in supermarket shopping, according to the *Wall Street Journal*.

To cope with higher food and gasoline prices, many consumers are cutting down on trips to the market. One chain in the east estimates that 25 per cent of its customers are shopping less often than previously. Other chains say most of their customers are coming in as often but are buying less per trip.

Impulse shopping is going out the window, too. More and more shoppers are using shopping lists and planning guides while armed with pocket calculators to figure price and quantity.

In addition, more shoppers are buying the cheaper house brands and many consumers are making the economy-sized purchases to cut down on expenditures.

## ● Alcohol Consumption

The percentage of American adults drinking alcoholic beverages is at the highest point it has been in 35 years, according to recent polls.

Sixty-eight per cent of 1,543 adults interviewed in one poll recently said they drank booze. All earlier surveys, starting in 1939, had smaller percentages.

Significant in the latest poll was the discovery of a big increase in drinking by women—a percentage twice as high as in 1939.

**If you want to live a long life, don't work for the federal government in a District of Columbia office. The National Center for Health Statistics says the longevity rate in D.C. is 66 years and 6 months. The best rate, says the center, is nearly 72 years in Nebraska and Iowa.**

## ● Multi-Job Computer

The International Business Machines Corporation just patented an invention it expects to be a big step in the computer industry.

The invention is a method of getting a computer to do several jobs at once. The invention is called a "data synchronizer."

The device controls the simultaneous flow of information from several sources into and out of storage and reportedly has significantly increased speed and capability.

## ● Red Pepsi

The product of Pepsi-Cola, the first American soft drink to go into mass production in the Soviet Union, has now begun appearing in the U.S.S.R.'s rest and recreation resort areas.

The price for three-tenths of a liter of Pepsi—a bit more than nine fluid ounces—was set at 31 kopeks, plus 9 more kopeks for the returnable bottle, or a total price the equivalent of 53 cents. The sale price is more than twice the 15-kopek price set when the agreement to produce the soft drink was signed 13 months ago.

Red Pepsi is being produced at Novorossisk, a city on the Black Sea coast, in a plant described as an expanded beer factory. The plant is now producing 80,000 bottles daily, according to Pravda, and is expected to hit 190,000 bottles a day by the height of the summer.

## ● Penny Shortage

An increasing number of banks are offering bonuses for people who bring in their jars filled with pennies.

One bank in Ohio recently paid $1.10 for a dollar's worth of pennies and attracted $12,000 worth of the scarce coin from 516 people.

Banks in several areas are offering 55 cents in silver for every 50 cents worth of pennies they receive.

## ● Trophy Craze

Americans participating in sports and other competitive programs apparently are becoming trophy crazy because the trophy and plaque industry is booming.

Several of the largest trophy companies report sales increases ranging from 30 to 40 per cent over last year at this time. As one businessman put it, people and groups have a greater desire to show youngsters some sign of achievement.

Customized trophies are becoming more popular also. One firm specializes in making a trophy of anything—ranging from a hubcap to a 5-gallon paint can.

What with the increased popularity of trophies, the price has gone up on the gilded awards about 20 per cent in the past 12 months.

## ● Headlines and Health

Newspaper headlines have an effect upon an inindividual's mental health, according to a research study developed at the University of Pennsylvania.

Dr. John H. Valentine said that while there was less linkage between psychiatric emergencies and news headlines than other conditions such as the weather, nevertheless, bad or unfavorable news "may be implicated in the worsening of neurotic and family conflicts and a tendency to act out the conflict" in either self-destructive ways or behavior damaging to others.

He cited as an example the fact that favorable headlines "may encourage bravado" and thus indirectly lead to fatal accidents.

## ● Heroin Traffic Revives

Heroin traffic into the United States is apparently on the rebound after two years of decline, according to federal drug enforcement officials.

The reason for the upswing is that Mexico has replaced Europe as the primary source of supply and also as the conduit for moving the narcotic into the U.S.

The big problem, of course, is the U.S.-Mexico border which is so hard to patrol. The line stretches over 1,400 miles and most of it is desert.

**United Virginia Bankshares of Richmond, Va., hires inmates of the Virginia State Penitentiary to clip items of interest to the bank holding company from 150 newspapers each week.**

## ● Paper Shortage

World shortages of paper are bringing problems to publishing houses and newspapers, particularly in the United States.

Newsprint prices have soared in the U.S., increasing by more than 25 per cent in the past seven months. Officials of the American Paper Institute say the paper supply situation will remain tight for the next two to four years.

Newspapers in several countries have decreased the sizes of their publications.

Meanwhile, representatives of some 20 paper-producing countries advised the United Nations recently there will be a shortfall of some eight million metric tons of paper and linerboard used in packaging by 1976; the total amounting to about 5 per cent of yearly world consumption.

## ● Nude Sunbathing

Nude sunbathing has become both a fad and a municipal headache in California since that state's supreme court ruled in 1972 that the practice was not illegal if it took place on beaches secluded from public view.

Now several communities in the Southern California area have found themselves inundated with thousands of nudist watchers who have made a hobby of patrolling the so-called "bare-bottom" beaches. Both civic leaders and property owners are complaining.

Nude sunbathers, meanwhile, have their complaints also. They particular gripe about hovering helicopters, U.S. Navy ships cruising unusually close to shore, and the ever-present peekers who invade their privacy by auto and motorcycle.

There are probably a dozen isolated beaches along California's 500 miles of coastline, many of them protected by steep, craggy bluffs, that lend themselves ideally to nude sunbathing.

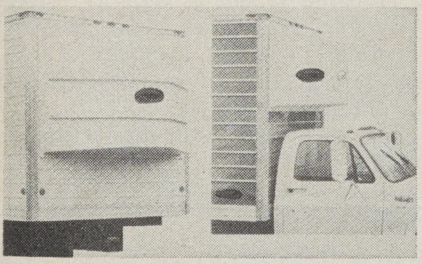
But no matter how remote the beach is, there is one obstacle the naturalists cannot overcome—the Goodyear blimp. As one nudist put it: "That damn blimp casts a shadow a half-mile long and when it comes over we freeze to death."

# WHAT'S NEW

TRUCK GUARD

## Anti-Hijacking Device

An anti-hijacking device for the trucking industry is being marketed. Low cost, small size, a simplified and tamper-proof installation are said to be the principal features of the new device. Early field test results have shown that it can effectively reduce the threat of cargo loss through hijacking, reports the manufacturer.

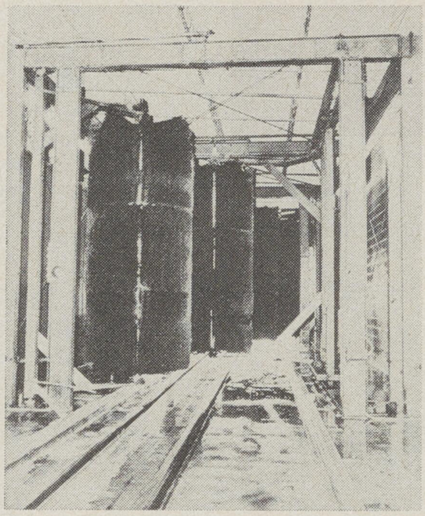


## Streamlined Nosepiece

A streamlined nosepiece for trucks and trailers now being marketed can reduce fuel and power requirements, according to the manufacturer. The nosepiece is made of fiberglass and provides streamlining to reduce air drag. It is merely bolted to the front of the truck or trailer.

## Foldable Forklift

An instant forklift facility has been announced. It is an attachment fitted to the tractor unit of any articulated vehicle which, when the trailer is uncoupled, can be used for loading and unloading the vehicle, when a conventional lift truck is not readily available. The standard model has a lifting capacity of 6,000 lbs. and a lift of 12 feet above ground level. The principal application is for palletized loads, but it is equally valuable in handling individual units, and any commodities which can be handled by a conventional fork truck.

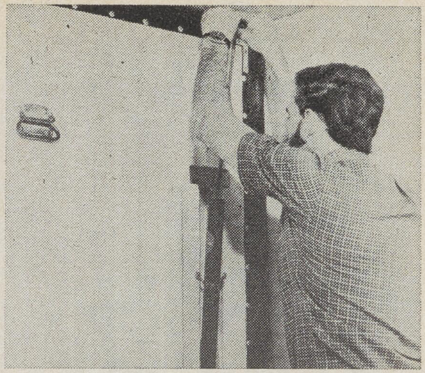


## Automatic Vehicle Wash

A device that will automatically clean the front, sides and rear of vehicles up to 70 feet long in three minutes or less has been developed. It can be installed either as a drive-through wash or a conveyerized system, and it can be tailored to specific company needs, the manufacturer says.

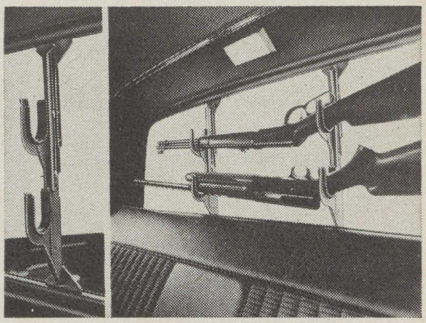
## Noise-Measuring Kit

A kit designed to properly measure motor vehicle noise is now available. The kit points out the value of test procedures, which can alter results if they are not properly carried out, according to the manufacturer. A detailed instruction booklet explains how to conduct in-cab and exterior noise tests.



## Portable Bulkhead

A recently manufactured portable bulkhead allows for compartmentalizing of loads according to frozen and dry foods. The manufacturer says the movable wall conserves both cargo space and refrigeration costs for pickup and delivery service. The wall can be installed and removed by one man in less than three minutes.



## Gun Rack

This new E-Z mount gun rack solves an old problem for drivers of pickups, panel trucks, station wagons, and recreational vehicles. Unit is installed by simply inserting blades at ends of rack under rubber window seals and tightening with thumb screw (included with rack). The rack is made of lightweight unbreakable plastic.

*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**

# LAUGH LOAD

## Old-Time Expert

A panhandler collapsed on the street and immediately a large crowd gathered.

"Give the poor man a drink of whisky," said a little old lady.

"Give him air," said several men.

"Give him a drink of whisky," repeated the little old lady.

"Call an ambulance," someone suggested.

"Give him a drink of whisky," insisted the little old lady.

The indecision continued until suddenly the victim sat upright and demanded: "Everybody shut up and listen to the little old lady!"

## Cigarette Life

A small boy, turning green puffing on a cigarette, looked sickly at his chum and admitted, "Even with 20,000 tiny filters, I get sick."

## How About New Hersey?

A woman told her friend that she had visited in "San Jose" California.

"No!" replied her friend, "The 'J' is pronounced like an 'H'. It is pronounced as 'San Hosay.' When were you there?"

"Oh, the last week in Hune and the first week in Huly!"

## On the Stern?

The naval officer was showing a group of visitors around the battleship and, pausing before a bronze plaque set in the deck, said solemnly:

"This is where our gallant captain fell."

"Well, no wonder!" retorted a weary old lady. "I nearly tripped on the darn thing myself!"

## A Fowl Statement

The little girl was visiting her grandmother the day after Christmas and Grandma served up turkey hash for lunch, which the youngster pushed away. "Goodness," said Granny, "I thought you liked turkey!"

"I do," replied the tyke, "but only when it's new!"

## A Police Case, Maybe?

The reveller protested loudly as he was shoved into the police station. "Thish ish an oufrage! Why wash I brought here?"

"Sir," politely replied the sergeant "you were brought here for drinking."

"Oh, thash diffrunt," responded the celebrant. "Lesh get started!"

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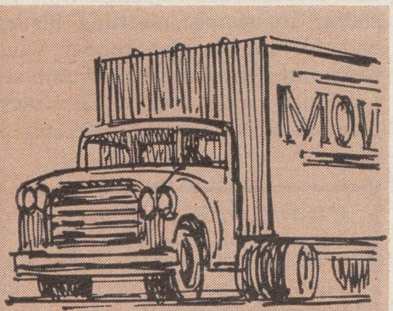
# MOVING? *Let Your Local Union Know!*



**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

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NEW ADDRESS........................................

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City State Zip Code

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City State Zip Code

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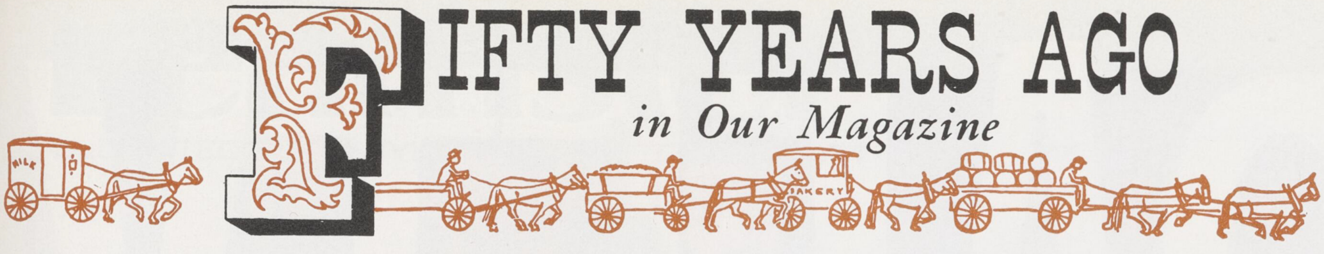
# FIFTY YEARS AGO
## in Our Magazine



VOLUME XXI *(From the July, 1924, issue of the TEAMSTER)* NUMBER 7

## Teamster Bus Drivers Strike Newark, N. J. Street Car Company

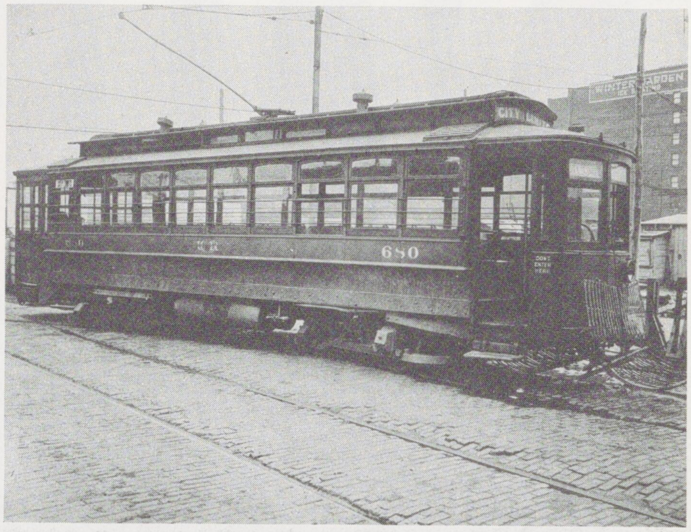
A most distasteful and inexcusable condition has prevailed for some time past in Newark, New Jersey, where the bus drivers, chartered under our International Union, went on strike in protest against the unjust conditions that were being forced upon them. At the time this local union was chartered by our International there were several owners of buses in that district and their employes were all in the union. It seems that the Street Car Company in that district was losing a good many fares and decided to try to get a franchise for the operation of buses and was successful in bringing about this condition through their political manipulations. The Street Carmen's Union, having an agreement with the Street Car Company, agreed to operate either buses or street cars, if requested to do so. The bus drivers, members of our union, were also requested by the Street Car Company to agree to operate either street cars or buses, acting as motormen or conductors, if requested to do so, but the bus drivers refused to comply with such a request. This, in the end, was the cause of the strike, and immediately upon our men going on strike, members of the Street Carmen's Union manned the buses, acting as strikebreakers, and are still doing so at this writing.

Running over a period of two months, several of our striking bus drivers have been locked up and sentenced to long terms in prison, being found guilty of violating the law in endeavoring to make their strike effective and preventing men from acting as strikebreakers and taking their places.

The General President called the matter to the attention of the Executive Council of the American Federation of Labor during its last session in Montreal. General Organizer Hilfers of the American Federation of Labor in that district also made a full report of the matter to President Gompers. The Executive Council requested President Mahon of the Street Carmen's Union, or a committee representing them, to come to Montreal for the purpose of holding a conference on this subject, as the action of so-called union men in taking the places of strikers was something that up to that time was almost unheard of in the trade union movement. Vice-President Fitzgerald of that organization wired back that Presidinet Mahon was unable to attend a conference, also that it was impossible for them to get a committee there.

At this same meeting of the Executive Council, James O'Connell, President of the Metal Trades Department of the American Federation of Labor, and several others, appeared before the Council, protesting against the Street Carmen's Union admitting to membership machinists, electricians and other mechanics employed by the Street Car Company and requested that the Street Carmen be called in to a conference.

President Gompers was unable to get any of the representatives of the Street Carmen's Union to attend a conference, and he was instructed by the Executive Council, before adjournment, that he notify the Street Carmen's Union, that a conference was ordered to be held as soon as possible in order that these matters might be taken up. The date of the conference has not yet been set.


**Where's the driver? Probably working as a strikebreaker on the bus drivers' strike.**

Our membership will please take notice of this action of the Street Carmen's Union. It would look awfully bad for union teamsters in San Francisco, Seattle, Boston or some other place, if the street carmen were on strike, to go in and take their places and run the street cars. This, however, is what has been done by the street carmen in Newark, New Jersey, in the bus drivers' strike.

## Growth of Ice Industry

The arrival of warm spring days has increased the dependence of the average housewife on the ice man and stimulated the production of artificial ice. While not a seasonal business, the ice industry, of course, reaches its greatest activity during the summer, when the rate at which a "chunk" melts away is increased. Few industries have made greater strides during the last decade.

Some interesting statistics on the development of the ice industry were presented at a recent meeting of a state dealers' association by L. C. Smith, of Chicago, secretary of the national organization. There is invested in the ice business of the United States more than $690,000,000 and the annual turnover amounts of $260,000,000. Ice production ranks ninth among the nation's industries in value of product. The producing capacity of this country is 58,000,000 tons, of which 42,000,000 tons are manufactured and 16,000,000 tons natural ice.

# SAFETY

## THE
## FIRST
## ORDER OF BUSINESS
## ON
## ANY
## JOB
## !

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE
SEPTEMBER 1974

# POLITICS

## Controls Your Life

At your birth, you are registered by someone appointed by an elected official. When you die, someone appointed by an elected official records your death. In between the cradle and the grave, elected officials and their appointees make decisions which affect the quality of your life, such as:

- **What kind of education you and your children receive.**
- **What draft number you receive.**
- **Laws you will obey.**
- **Interest rates you will pay.**
- **The quality of the air you breathe.**
- **The rates you pay for gas, electricity and water.**
- **The availability and the quality of health care.**
- **The quality and safety of streets and highways.**
- **The amount of city, county, state and federal taxes you pay.**
- **The amount of unemployment benefits when out of work.**
- **The rates you pay for insurance.**
- **What kind of police and fire protection you have.**
- **The amount of your social security upon retirement.**
- **Your degree of individual freedom.**
- **Laws regulating collective bargaining.**
- **Types and availability of recreational facilities.**
- **Eligibility requirements for voting in elections.**
- **Zoning laws in your community.**
- **How fast you can drive.**
- **Qualifications and disqualifications for driver licenses.**

*DO YOU NEED ANY OTHER REASON TO:*

## GET REGISTERED, THEN VOTE IN NOVEMBER

# LABOR NEWS IN THE HEADLINES

**BALTIMORE, MD.**

City officials of Baltimore were mortified in early July when garbage collectors went on strike to leave refuse rotting in 95-degree heat. Next, much of the police force struck. Then the city zoo shut down. All this happened on the eve of launching a campaign to tout Baltimore as "Charm City, U.S.A."

**DALLAS, TEX.**

The 60th annual conference of the International City Management Association is scheduled for Dallas in October. The agenda features a workshop on how to fire disliked employees. The official description reads: "Creative Termination of Employees. Role playing and experiences relating to termination utilized to develop new insights into ways of effecting terminations."

**WASHINGTON, D.C.**

The farm labor force at the end of June totaled 5.1 million workers, down two per cent from 1973 at the same time, according to the Labor Department. Farm workers averaged 41.7 hours' work a week, almost the same average as for the period a year earlier.

**WASHINGTON, D.C.**

Labor Secretary Peter Brennan has reactivated a public advisory committee on apprentice training programs after a lapse of four years. He said he would appoint minority group members to the committee for the first time in its 40-year history and women members for the first time in 34 years.

**OCEAN CITY, MD.**

Some states continue to use prison inmates for strike-breaking purposes. In Ocean City, a resort area, the State of Maryland recently imported prisoners when union trash collectors went on strike to seek elemental benefits such as a grievance system. The prisoners were told that if they did not scab, they'd be sent to "maximum security"—which not only means solitary confinement but also loss of mail, exercise and television.

**SAN FRANCISCO, CALIF.**

Two lawyers were among the hundreds of applicants recently for street sweeper jobs in the city of San Francisco. The city employment office was flooded with applications when recent cost-of-living and contract increases brought street sweeper pay to $17,000 annually.

**UNDATED**

An unprecedented surge of union organizing and pressure for higher pay is expected at many of the nation's largest non-profit private hospitals. Legislation signed into law by President Nixon removed the hospitals' exemption from the National Labor Relations Act. An estimated 1.5 million workers are employed by the more than 3,300 non-profit private hospitals in the United States.

**WASHINGTON, D.C.**

The Federal Bar Association scheduled a 2-day program on labor law as part of its annual convention agenda in Washington, D.C., early in September.

**ROME, ITALY**

Some 100,000 Italian doctors participated in a 48-hour strike to protest shortages and defects in hospitals and to demand that the government institute health care reform. It was the largest medical protest demonstration ever organized in Italy.

**UNDATED**

Public payrolls increased almost four per cent to 14.2 million workers for the year ended last October, according to the Census Bureau. The bureau added that local and state fulltime employees earned an average of $847 a month.

**WASHINGTON, D.C.**

The Labor Department reported that 357,000 workers were entitled to $96.6 million in back wages during the fiscal year ended last June 30th. About $50 million in back wages was paid to 262,000 underpaid workers. Overtime under the Fair Labor Standards Act was the most frequent violation by employers, affecting 207,629 workers and involving more than $46 million.

THE INTERNATIONAL

# Teamster

DEDICATED TO SERVICE

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### IBT Investment Policy Outlined in Article By Trade Magazine

**Editorial material should be addressed to:**
**Teamsters Union, Office of Public Relations and Publications,**
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# FROM THE FIELD

### ECT REPRESENTATIVE COMPLETES 21 YEARS

Richard G. Bell, one of the first representatives to join the Eastern Conference of Teamsters when it was formed in 1953, retired recently after serving on the job for 21 years. In appreciation for his work, New York State Teamster Joint Council 18 devoted its annual dinner to a recognition of Bell.

The ECT representative was considered an expert in freight and participated in negotiating the first National Master Freight Agreement and subsequent renewals.

Bell was a member of the ECT joint area committee. He was named an administrative assistant to IBT Vice President Joseph Trerotola, director of the ECT, in 1970.

### LOUISIANA DRIVER RETIRES SAFE RECORD

Floyd Purifoy, a long-time member of Teamster Local 568 in Shreveport, La., retired recently as a driver for Southwestern Transportation Co. for 36 years in which he compiled a record of three million accident-free miles.

Purifoy has been a member of Local 568 since 1937 and for a time served as a trustee.

### MEMBERS TOSS BANQUET FOR BUSINESS AGENT

Members of Teamster Local 107 employed at Associated Transport in Philadelphia, Pa., got together, formed a committee for the bargaining unit and tossed a grass-roots testimonial dinner for Joseph Cimino, their business agent. Cimino also is a vice president of Local 107.

### NEW YORK DRIVER THWARTS BURGLARY

When Joseph McGrane, a member of Teamster Local 807 in New York City drove his rig into an A&P parking lot in Yonkers early one morning recently, he took one glance into the store and then kept right on rolling through.

What McGrane saw was three youths moving about inside the store long before the staff was due to open up for business. McGrane, a driver for Joseph Leuner, Jr., Inc., in Elmsford, N.Y., stopped at the first public phone he came to and called the local police.

Patrolmen raced to the scene and arrested the three intruders inside the store while they were in the act of removing about $600 worth of merchandise. There was also evidence the burglars intended to set fire to the store after completing their heist. A&P officials expressed appreciation to McGrane's employer and Leuner Inc., rewarded the Teamster with a $50 check "as a special award for your action."

### GOVERNOR RENAMES DENVER OFFICER

Don Sutton, secretary-treasurer of Teamster Local 452 in Denver, Colo., recently was reappointed to another 2-year term on the Colorado Industrial Safety Advisory Committee by Gov. John Vanderhoven.

Sutton is one of two labor officials on the 9-member committee. He has been on the committee since 1967.

### AUTO TRANSPORTER HAULS 100,000 CARS

Eugene McGinnis, one of the oldest active members of Teamster Local 604 in St. Louis Mo., was honored by his employer recently upon the occasion of transporting his 100,000th automobile produced at the General Motors complex in Missouri. McGinnis has driven 36 years as an employee of Complete Auto Transit, a GM contract carrier.

### JORGENSEN NAMED TO METRO PANEL

Jack J. Jorgensen, President of Teamster Joint Council 32 in Minneapolis, Minn., recently was appointed by Gov. Wendell Anderson to serve on the Metropolitan Airport Commission.

The Minnesota legislature, in its 1974 session, expanded the 9-member commission to 15 seats to make room for representation from all the counties in the Twin Cities metropolitan area.

### ILLINOIS COMPETITORS ARE ROADEO ALTERNATES

Two members of Teamster Local 325 in Rockford, Ill., will be alternates for the National Truck Roadeo in September. Paul Randall and Robert Pilcher, long-time members of the local union, earned second-place trophies in the Illinois Truck Roadeo recently. Randall placed in the 4-axle class and Pilcher was second in 5-axle. Both drive for Consolidated Freightways.

### NEW YORK STATE OFFICIAL DIES

Charles Bub, a long-time Teamster official and recently a business representative for Teamster Local 294 in Albany, N.Y., recently died suddenly.

Bub joined Local 294 in 1937 and eventually became secretary-treasurer of a newly chartered local union known as Teamster Local 794. When Locals 294 and 794 merged recently, Bub returned to his original local union.

### NEW JERSEY LOCAL RECEIVES HONOR

Teamster Local 877 of Linden, N.J., received an award recently from the East Brunswick Association of Brain Injured Children for its work on behalf of the organization.

### LONG-TIME OFFICIAL RETIRES IN OREGON

Lewis G. Harkins, a Teamster for more than three decades and who has served as business representative of Teamster Local 670 in Salem, Ore., has retired.

In the late 1940's, Harkins served as director of the Western Conference of Teamsters cannery division. He later headed a similar division for the International Union, returning to the West about 15 years ago.

# OBSERVATIONS of the GENERAL PRESIDENT

RIGHTFULLY SO, President Ford has designated inflation Public Enemy No. 1. While I am not in agreement with the President's approach to combating inflation, certainly his forcefulness and determination are a plus for the American consumer.

If President Ford does nothing else than keep the nation tuned sharply in on controlling inflation, he will have performed yeoman service to the nation. However, there are serious cautions to be observed.

It was not, for example, the miserable purchasing power of the nation's poor, the elderly, or those living on pensions which fired the flames of inflation. Yet, they stand to be hurt the most by drastic cuts in government spending.

The experience of the Economic Stabilization Act proves that while controls were in effect, wage increases did not contribute to inflation. Wages, generally, were held within the 5.5 per cent guidelines while prices and profits spiraled.

Certainly, there is fat in the federal budget which can be cut without curtailing programs for the poor and the elderly.

Certainly, the wage earner has some serious catching up to do to regain purchasing power lost to higher prices in the market place.

Reestablishment of the Cost of Living Council without the power to force price rollbacks will have little effect in controlling inflation. Symbolically, it gives an aura of government action, but not much more.

Much more is needed. Six months from now, if inflation hasn't ebbed considerably, a contingency plan of economic controls should be ready. At that time, all business financial transactions should be frozen in place for at least 30 days. At the end of 30 days, the Cost of Living Council must have the authority to roll back prices where profits have been exorbitant. Then and then only should controls on wages be considered.

No longer can we tolerate erasure economics which allows industry to wipe out a wage increase by a unilateral price increase.

It is not popular to advocate controls. They are not compatible with the free enterprise system, it is argued. But it becomes increasingly obvious that controls may well be the instrument with which we will save the free enterprise system.

Another obvious caution is that in wiping out inflation, we do not plunge the nation into a depression. If a balance is not reestablished between purchasing power and the prices in the market place, depression will be the consequence.

Frank E Fitzsimmons

# Warehouse Policy Committee Holds Meeting in Montreal

"WE WILL NOT support any program which places the sacrifices and burdens on the work force of America while giving carte blanc to the robber barons to go their merry and greedy way," said Teamster General President Frank E. Fitzsimmons when addressing the National Warehouse Division policy committee meeting held at Montreal, Canada, in mid-August.

The Teamster leader made the declaration to the 200 delegates as he discussed inflation—"invisible enemy of the American worker"—in a luncheon address.

Since there are no laws on the books to protect the worker from inflation, Fitzsimmons noted, therefore there are "no economic cops on the beat to stop the merchants from raising prices on a loaf of bread."

Because of this situation, the Teamster leader stated, working men and women, increasingly at the mercy of inflation, need the strength of trade unionism today more than at any time in recent history.

Fitzsimmons deplored the views of "misguided" government officials who condone the prospect of unemployment as high as six per cent to fight inflation.

"I say that such is cruel illogic," Fitzsimmons stated, "which demonstrates an insensitivity for human beings which has no place in the government of the United States."

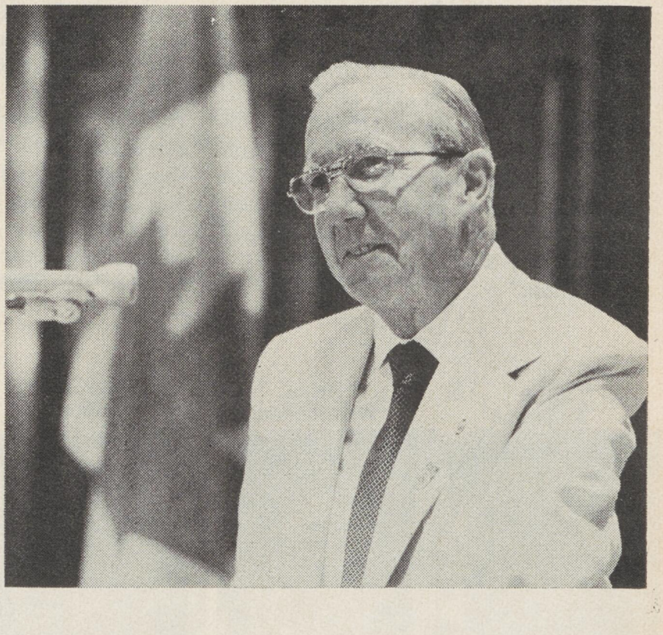
He asked, "Are we really so bankrupt for ideas that the basic theory of fighting inflation is more human misery?" He answered, "We in organized labor don't buy such garbage."

The Teamster leader said the IBT would cooperate in any drastic action to control inflation, provided that everyone is required to cooperate—"management, industry, government and labor as well."

In the meantime, Fitzsimmons suggested, the best protection for the worker is union membership.

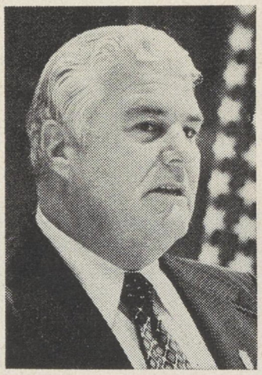
"We have to protect that member on the job." Fitzsimmons said. "We have to negotiate and obtain what he needs to live and support his family." He urged Teamster officials to provide "the kind of leadership our mem-

**Protection of the Teamster membership against the ravages of inflation and preservation of the union itself in the face of a rising anti-unionism were points made by General President Frank E. Fitzsimmons (above) and General Secretary-Treasurer Murray W. Miller when they addressed a National Warehouse Division policy committee meeting in Montreal at mid-August.**

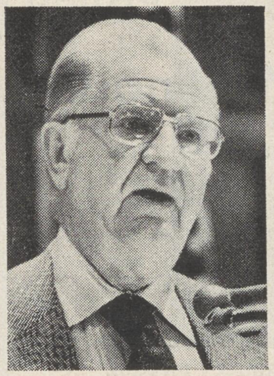


# STATE OF THE UNION

**Robert Holmes**


**J. W. Morgan**

**Joseph Trerotola**


**Ray Schoessling**

**Louis Goldblatt**

bership deserves and needs so desperately."

Meanwhile, he said, Teamsters must speak out to their congressmen to demand fair and prudent action in the fight against inflation. Likewise, the frustrations of the membership must be channeled so as to influence congressional delegations.

General Secretary-Treasurer Murray W. Miller told the delegates that because of inflation, growing employer antagonism toward unions, and government policies that restrict the effectiveness of unions, "we're heading for a period of anti-unionism that we haven't seen the likes of in years."

The way things are set up now, Miller said, labor is in the position of never being able to catch up. If working men strike, they take a chance of getting jailed or shot, but if General Motors raises prices on its autos, it only gets a slap on the wrist.

Miller declared the Teamsters Union was still the strongest labor union in the world. He added, "We're not going to let any government or management official tear us down. We'll spend every dime we need to preserve our union."

Guest speaker Louis Goldblatt, Secretary-Treasurer of the International Longshoremen's and Warehousemen's Union, devoted most of his talk to the history and effects of inflation. He decried most of the official proposals for ending inflation, calling them nothing more than "planned government depression."

Goldblatt said it was his belief that the only way inflation can be beaten is by a combination of economic and political action on the part of organized labor. When working people who are the defenseless victims of inflation assert themselves, he said, government will have to take action that will help them rather than only corporate business as is now occurring.

Several Teamster vice presidents were on hand for the warehouse sessions and most of them addressed the delegates briefly, including: Robert Holmes, permanent chairman of the division; Joseph Trerotola, director of the Eastern Conference of Teamsters; Ray Schoessling, director of the Central Conference of Teamsters; J. W. Morgan, director of the Southern Conference of Teamsters; Ed Lawson, Arnie Weinmeister, Harold Gibbons and Sam Provenzano. Also present was M. E. Anderson, director of the Western Conference of Teamsters, and IBT Trustee Frank Matula. John Greeley, director of the National Warehouse Division, chaired the program.

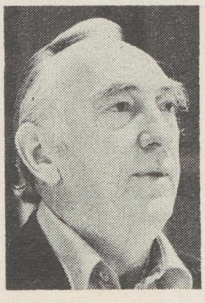
Greeley, along with warehouse division directors from the various conferences, delivered reports in the final business session. Reports were heard from Morand Schmitt of the ECT, Sam Smith of the CCT, Charles Winters of the SCT, and Bill Grami of the WCT.

Other guest speakers on the agenda included: Wayne Horvitz, chairman of the Joint Labor-Management Committee of the Retail Food Industry; Norman Weintraub, IBT research director; Norman Goldstein, assistant director of the IBT organizing department; Robert Baptiste, IBT general counsel; Dave Sweeney, IBT legislative director, Louis Meyerowitz of Wakefern Food Corp.: Luis Urebe of the Teamster Farm Worker Organizing Committee, and Gary Miller, attorney.

**M. E. Anderson**

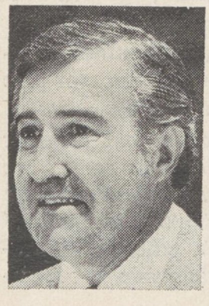
**Arnie Weinmeister**

**Harold Gibbons**

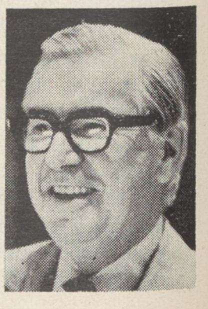


**Ed Lawson**

**Sam Provenzano**



**John Greeley**



# Fitzsimmons-Miller in '76

*(Editor's note: The following resolution was approved unanimously by the delegates to the National Warehouse Division policy committee meeting held in Montreal, Canada, at mid-August.)*

**WHEREAS: The test of leadership is that it instills in other men the conviction and will to discharge the requirements of their respective offices so as to render the greatest possible benefit to those whom they serve; and**

**WHEREAS: General President Frank E. Fitzsimmons has, since March of 1967, instilled within us all not only the will to better serve our membership, but even more importantly, the support of his office has strengthened the ability of each Teamster official in the United States and Canada to promote to the highest levels the welfare of the members of each local union; and**

**WHEREAS: The symbolism of our two Teamster horses pulling in tandem is daily demonstrated by the supervision and unanimity of action displayed by General Secretary-Treasurer Murray W. Miller and General President Frank E. Fitzsimmons since drawing the burdens of our International Union in double harness when in March of 1972 our General Executive Board properly saw fit to elevate Brother Miller to his present position; and**

**WHEREAS: We the delegates to this conference reject those who would cry out the loudest in opposition to our leadership, for we know that their motivation is a desire for personal honor and glory; therefore,**

**BE IT RESOLVED THAT: The National Warehouse Division of the International Brotherhood of Teamsters endorse the candidacy of Frank E. "Fitz" Fitzsimmons and Murray W. "Dusty" Miller for re-election to their respective offices of General President and General Secretary-Treasurer at the 1976 Convention of our International Union; and**

**FINALLY RESOLVED THAT: We commend to each affiliated subordinate body of the International Brotherhood of Teamsters that they give consideration to and unqualified support of this resolution by their respective bodies from this day forward to the convention.**

**Adopted:**
**August 14, 1974**
**Montreal, Quebec, Canada**

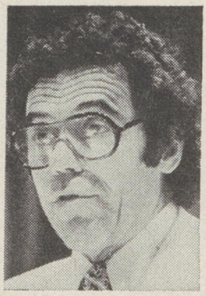
Robert Baptiste

Wayne Horvitz

Norman Weintraub

Dave Sweeney

Louis Meyerowitz



Louis Uribe

# STATE OF THE UNION

### Victory

## Pilot Bends to Union Demand For Recognition, Agreement

Local 512, of Jacksonville, Florida, has won a major victory in its struggle to gain recognition from Pilot Freight Carriers for its road and city drivers in that city.

Settlement was reached in mid-August after a 172-day strike which began when Pilot refused to recognize Local 512 as majority representative for the workers involved.

Although the battle raged in the courts and before government agencies over the last six months, the agreement was reached in private negotiations between the union and the freight company.

Under the terms of the settlement, drivers at the Jacksonville terminal are covered under a Teamster negotiated contract, and those who had leased their equipment to the company have the right to cancel their lease agreements upon 72-hours notice and drive company equipment.

The union victory represented old time trade union solidarity at its best as informational picketlines spread from the Jacksonville, Florida area throughout the Pilot System on the Eastern seaboard shortly after the Local 512 strike vote.

Throughout the strike, individual employees exercised their contract right not to cross primary picketlines. More than 1,600 individuals in the Pilot system exercised that right which finally brought the trade union solidarity message home to the company. One area vitally affected was Kernersville, North Carolina, where 1,100 individuals were involved.

Following ratification of the agreement by the members involved, picket lines came down.

### ● Payments

Sixty per cent of adults receiving monthly Social Security payments are women, according to the Social Security Administration.

## Contract Signing

**Teamster Local 618 of St. Louis, Mo., has been successful in organizing and negotiating an agreement covering garage service workers employed by Luby Leasing, Inc., in St. Louis. Shown during signing of the contract with the national truck leasing firm are (left to right): Ron Kapkowski, Luby official; Charles Hermann, Local 618 vice president, and Edwin Dorsey, Local 618 secretary-treasurer.**

## Griswold Named Head Of Air Div.

Marvin L. Griswold, secretary-treasurer of Teamster Local 2707 in Los Angeles, Calif., has been named director of the International Union's airline division.

Griswold succeeds M. E. Anderson who relinquished the job after becoming director of the Western Conference of Teamsters.

Griswold served as a trustee of Teamster Local 986 in the late 1950's and later was elected to the presidency of that local union until 1968 when Local 2707 was chartered with jurisdiction in the airline industry.

## L.A. Local Wins Ruling On Bargaining

The National Labor Relations Board ruled recently that Coronet-Western violated the law by refusing to bargain with Teamster Local 389 of Los Angeles, Calif., certified representative of all production and maintenance workers, warehousemen, truck drivers, and shipping and receiving clerks employed by the firm.

The Board granted a motion for summary judgment as the company attempted to reopen the case. Coronet-Western, said the Board raised no new issues properly litigable in the unfair labor practice proceeding.

Coronet-Western was ordered to cease the illegal conduct and to bargain with the Teamster local union upon request.

## Armour Pact Negotiated In Chicago

Teamster Local 710 of Chicago, Ill., recently negotiated a contract with Armour & Co., providing substantial wage increases for dockmen employed by the company.

William D. Joyce, Local 710 secretary-treasurer, said the 33-month agreement also provides other benefits as a supplement to the Meat Drivers contract.

The agreement was approved overwhelmingly by the dockmen.

## Auto Service Employees Go Teamster

Teamster Local 376 of Detroit, Mich., recently won representation elections at two auto dealerships, according to Dave Somerville, business agent.

National Labor Relations Board ballots were won at Flannery Ford, Inc., of Lincoln Park, Mich., and at Birmingham Chrysler-Plymouth, Inc., of Troy, Mich. Both units are composed of garage and service department employees.

Somerville said the Ford unit voted 29 to 5 in favor of the union while the Chrysler-Plymouth outlet had a vote of 25 to 9 for the Teamsters.

### ● In Louisiana

Workers employed by Gregory-Salisbury Metal Products, Inc., a cement products firm in Laplace, La., voted overwhelmingly for representation by Teamster Local 270 of New Orleans, La., in a recent National Labor Relations Board election.

Raymond A. Lapino, Local 270 secretary-treasurer, said 33 truck drivers, mechanics, cement finishers and laborers were eligible to vote in the election. The ballot count was 22 for the Teamsters and 8 against.

### ● In Government

There are now more than 8.5 million federal, state and local government employees covered by the Fair Labor Standards Act, according to the Department of Labor.

## Massachusetts Local Wins Firing Case

The National Labor Relations Board ruled recently that A. Rotondo & Sons, Inc., of Rehoboth, Mass., unlawfully fired two workers because of their activities for Teamster Local 526 of Fall River, Mass.

In upholding the administrative law judge, the Board added that the company committed other widespread independent unfair labor practices.

Rotondo & Sons was ordered by the Board to cease the illegal activity, bargain with the union upon request, offer reinstatement and backpay to one dischargee, and offer backpay to the other discriminatee already reinstated.

### At Landis Tool

## Determined Workers Win Recognition, Agreement

**Shown during a caucus are members of the union negotiating committee that put together a successful contract at Landis Tool. Morand Schmitt (checkered coat), Eastern Conference of Teamsters representative, headed the group which included Lowell Johns, Teamster Local 110 business representative, and committee members Charles Musser, Alvin W. Reed, David J. Goodreau, Dennis P. Rebert, Lloyd R. Mellot, David R. Fair and Wayne Stouffer.**

MORE than 600 workers employed by Landis Tool Co., in Waynesboro, Pa., recently forced union recognition with a 28-day strike to end 75 years of non-unionism at the famous manufacturing firm.

Then a few days later, the production and maintenance workers—most of them tool and die men—ratified a new Teamsters Union contract negotiated with the company by a margin of 3 to 1. Nearly the entire unit voted on the proposal.

Signing of the 3-year agreement effective this August 1st ended a campaign begun under the direction of Teamster Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters.

Morand Schmitt, director of the ECT warehouse division, headed the negotiating team that put together a pact providing substantial wage increases with across-the-board gains stepped through each year.

A key feature of the wage language provides that equitable rates of pay for all Landis Tool employees covered under the contract will have been reached by August, 1977.

Besides pay increases, the new Teamsters working as members of Teamster Local 110 in Johnstown, Pa., also will enjoy big improvements in health and welfare, pension, vacations, holidays and other fringes.

The agreement provides for a full union shop and dues checkoff, seniority within departments, and standard Teamster grievance language.

Vice President Trerotola lauded the Landis workers for their perserverance in seeking union representation and supporting the Teamster negotiators once recognition was won.

He called it a "tremendous victory for the Landis workers."

The organizing win was significant in the world of big industry because Landis—a part of the Litton conglomerate—is world-famous as a producer of huge, expensive equipment.

Some of the company's customized grinders for auto assembly, for example, have price tags ranging between $200,000 and $300,000 on the global market.

In nearly eight decades of operation, Landis has never been union although several unsuccessful organizing attempts were made by other unions through the years.

Teamster organizers got into the thing many months ago when a group of Landis workers asked for help. Dissatisfied with wages, hours and working conditions, the tool firm's employees made an appeal that went something like this:

"Many of us come from Landis Tool Co., 'families.' Our grandfathers worked at Tool Company, our fathers worked at Tool Company, and now we work at Tool Company. But many of the men do not want their children working there if conditions remain the same as they are."

Landis was taken to an election and the Teamsters won. But from then on the company stalled with appeals through the National Labor Relations Board and the courts, even though the Teamsters were certified by the NLRB as representatives of the Landis employees.

With Teamster support nearly three months ago, a 34-member strike committee was formed. Shortly afterward, almost every man in the plant walked off the job.

Four weeks and a day later, the company threw in the towel, agreeing to recognize the union and to negotiate in good faith.

## Teamster Case

# Blatant Anti-Unionism KO'd in RTW Virginia

Richmond Refining Co., Inc., of Richmond, Va., lost the decision recently in a National Labor Relations Board case brought by Teamster Local 592 of Richmond.

Affirming the findings of the administrative law judge, the Board said the refining company unlawfully threatened employees with discharge if they engaged in activities on behalf of Local 592, or went on strike, or testified at an NLRB regional hearing. Also, said the Board, the firm unlawfully promised wage raises and discharged Thomas Tellier, an employee.

Two employees testified they were informed by the plant foreman that they could be fired if they talked about union activities while on the job. They also could be fired, said the foremen, if they went out on strike. Finally, said the foreman, the men might lose their jobs if they testified at the unfair labor practice hearings.

The workers were further informed by the plant foreman that employees of the refining firm had not received raises because they were trying to organize a union, but since the two "troublemakers" (Tellier was identified as one of the two) were gone, they would get a raise.

All the foreman's statements were found by the judge to be unlawful.

### Judge Convinced

In the case of Tellier's discharge, the workman never did "resign" or tell the plant manager that he was resigning but only that he contemplated leaving. Later, Tellier said he was not going to leave and refused to sign a resignation letter.

The judge was convinced that the plant manager tried to use Tellier's initial contemplation of getting a better job, telling others in the plant that Tellier had resigned, and signed a letter to that effect so as to box Tellier in and rid the employer of the prime union advocate.

Richmond Refining was ordered by the Board to cease the illegal conduct, and to offer Tellier reinstatement with payment for any loss of earnings.

## Helping Retarded

**IBT Vice President Ray Schoessling (right) and Stan Mikita, Chicago Blackhawk hockey star, were among those helping raise funds at a banquet sponsored by the Mentally Retarded Olympian Program, Inc., recently. Schoessling and Mikita helped present two silver medals to 14-year-old Jerry Knowlton, a winner in the olympics competition.**

## ● Liquid Gas

Workers employed by Airco Welding Products of Cincinnati, O., voted overwhelmingly for representation by Teamster Local 100 in a recent National Labor Relations Board election.

Joseph Carlotta, Local 100 secretary-treasurer, said 19 truck drivers, shipping and receiving clerks, dockmen and other employees were eligible to vote in the election at the liquid gas company. The tally was 12 to 5 in favor of the union.

**Union Representation**

# $1,300,600 Back Pay Won from Braswell

TEAMSTER members in the Southern Conference of Teamsters are sharing in what has to be one of the largest back pay awards in the history of collective bargaining.

They are employees and former employees of Braswell Motor Freight Lines, and they are dividing up a back pay mellon of $1,320,600.17. A widow of a former Braswell employee also has received a check for back wages lost by her husband during the dispute.

It all began back when Braswell acquired the operating rights of another truck line which was under contract to the Teamsters. Braswell withdrew from the employer association, declaring that he would negotiate for himself, and proceeded to offer less in negotiations than what the industry had agreed to.

The union immediately filed refusal to bargain charges against Braswell with the National Labor Relations Board. A trial examiner for the NLRB ruled in favor of the company, but the full NLRB overruled him in favor of the union.

When Braswell failed to abide by the NLRB decision, the dispute wound up in court, and the case included Braswell's refusal to abide by a decision of the National Grievance Committee that Braswell had, in fact, bought the collective bargaining agreement along with the operating rights of the selling company.

After several court battles, including reversals of the lower courts on appeal, an order was handed down by the Appellate Court in Washington, D.C., enforcing the NLRB order to Braswell to bargain and a circuit court enforced the grievance application of the contract upon Braswell.

In negotiations with General Secretary-Treasurer Murray W. Miller, who was director of the Southern Conference of Teamsters when the dispute took place, Braswell agreed to the $1,320,600.17 back pay settlement, agreed to restore all employees to their jobs with full seniority and to make them whole for health and welfare and pension benefits.

Also, Braswell agreed to be bound by the Teamster master agreement with the trucking industry.

Not only is the back pay award the time span represents a near record among the highest in history, but also in the determination of a union to stick with its members throughout many court litigations and cases before the National Labor Relations Board to finally obtain justice for that membership.

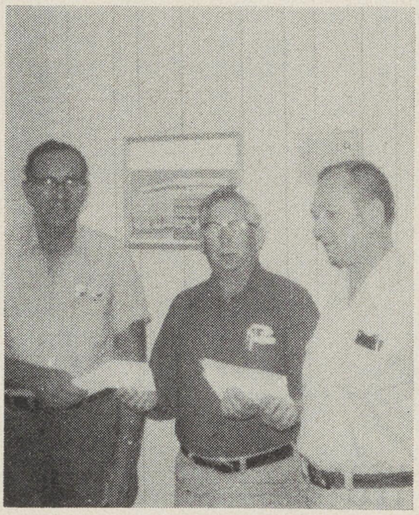


**Photo above, A. J. Roberts, left, looks at a back pay check for $23,000 handed to him by William M. Hays (center), secretary-treasurer of Local 568 in Shreveport, Louisiana. At right is M. J. Lout, who received a Braswell back pay check for $33,800. Photo top right, H. L. Raymond (right) receives his Braswell back pay award from Local 568 Secretary-Treasurer William Hays in the amount of $12,967. Photo bottom right, Mrs. Charles Young, widow of Charles Young a former employee of Braswell, receives her deceased husband's back pay award in the amount of $10,436.**

**Teamster members of Local 667 in Memphis, Tennessee, are shown with Local Union President C. H. Augustine (4th from left), receiving back pay checks amounting to approximately $60,000 in the recent settlement with Braswell Freight Lines.**

# SPECIAL REPORT

## At the IBT

# Smooth Investment Policy Stretches Teamster Funds

WHILE many international unions guide investment of their funds with a horse-and-buggy policy, the International Brotherhod of Teamsters has for the past five years moved into the financial limelight as a model of progressiveness in this field.

IBT success has been so notable, in fact, that *Institutional Investor,* a top trade publication, saw fit to publish a 2-page article recently to explain how the Teamsters Union does it.

Since investment of funds by any organization is really little more than a matter of selection of alternatives, the Teamsters Union has, in effect, narrowed the chance of loss and broadened the opportunity for gain. It does this by taking a brave and firm grip on the wheel of policy.

Whereas many unions turn to an outside company to wholly manage their investment portfolio, receiving (hopefully successful) quarterly reports, the IBT maintains what amounts to a day-to-day control of its investments.

However, the IBT does retain specialist firms to assist in the work of investment. They operate as consultants skilled in a particular area. If such a firm's performance does not measure up in a particular respect, the IBT freely severs the relationship.

Three funds are administered by the IBT Investment Department at the International Union headquarters in Washington, D.C. Eugene Burroughs is the manager of the department that was created in 1969.

The funds are: The $15 million Retirement and Family Protection Fund and the $71 million Teamster Affiliates Pension Fund, both of which provide benefits only for the employees of the International Union and its affiliates; also, the IBT Operating Fund and Defense Fund which together total some $95 million.

Before creation of the Teamster Investment Department, the IBT policy of parking its fund monies was good but, as is the case in much of organized labor, generally conservative. It was felt that establishing an in-house unit to closely monitor and direct the investment program, with the consultant aid of experts, would more effectively gain a higher rate of return for use of the fund monies.

*Institutional Investor* explained the result of the new Teamster investment program in this manner, incidentally complimenting Burroughs' ability as an overseer:

"Burroughs turned off the equity spigots at year-end 1972 and directed all new money into real estate. That was Burroughs' second timing coup—in 1970 he put a quarter of his assets into bonds and locked in some very attractive yields, with the result that at year-end 1973 his in-house bond portfolio was yielding 8.4 per cent at cost. Furthermore, on a total-fund basis Burroughs has, over the most recent 4-year period, smoothly piloted his two pension funds into A. G. Becker's first quartile."

The point of the last sentence in that paragraph is that the Teamster investment program was in the top 25 per cent, in terms of success, of the 3,000 pension funds that A. G. Becker has in its computer base. The Becker firm is a pension funds evaluation service.

### In House

There are several reasons for this success story.

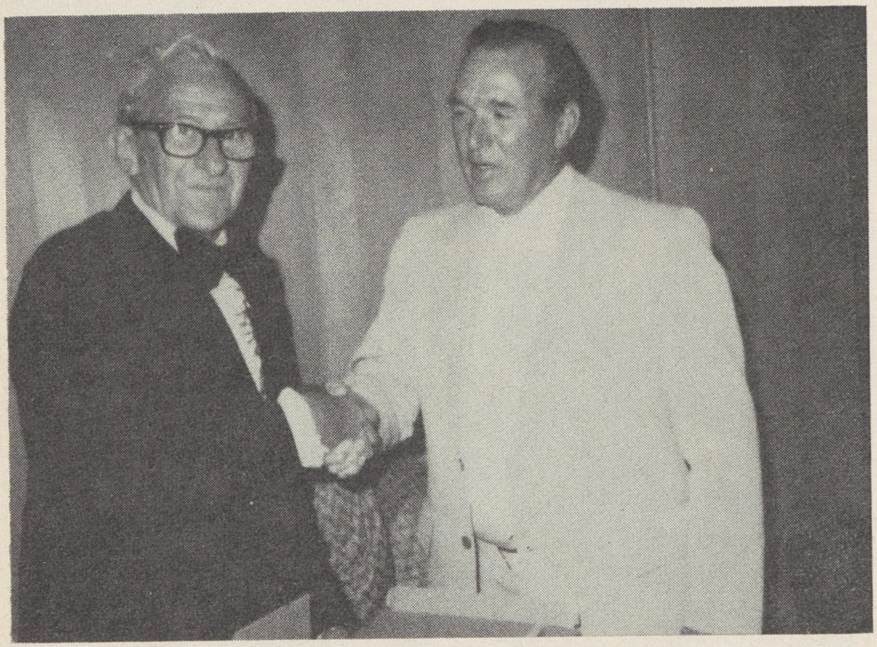
For one thing, the two pension funds handled by the Teamster Investment Department are operated much like corporate funds rather than jointly-managed funds. The reason is that the people benefitting from the funds are employed by the union itself rather than people whom the union represents in bargaining with outside employers.

Therefore, all the trustees are Teamsters and there is no cents-per-hour formula for employer contributions as is typical in negotiated plans. Instead, the union's contribution is computed annually by its actuary, just as if the union were a corporate employer.

When it comes to the IBT Operating Fund and Defense Fund, the union's operating money—because of liquidity requirements—is invested only in debt, two-thirds in short-terms, which Burroughs runs in-house. All of the pension funds' bonds are kept inhouse under a buy-and-hold philosophy.

The IBT puts more emphasis on bonds than the average corporate pen-

## Loader Retires



**Ted Herman (left), a member of Teamster Local 339 in Port Huron, Mich., retired recently after 22 years as a city loader for Direct Transit Lines, Inc. Herman is shown receiving congratulations from Mike Scheible, Local 339 business agent, at a party held in his honor. Fellow workers gave him a watch.**

sion fund because its policy is strong about preservation of capital. At the end of 1973, almost 35 per cent of the larger pension fund was committed to long-term fixed-income investments, and an additional 16 per cent was being held in short-term reserves. That is the reason Teamster pension funds did so well in 1973, a tough year for investment. On a time-weighted basis, both funds were down less than 10 per cent, a year when the median fund measured by A. G. Becker was off more than 16 per cent.

"From January, 1970," noted *Institutional Investor,* "when the first outside counselors were hired and the funds began to invest in equities, to year-end 1973, the larger fund turned in a cumulative annual rate of return of 5.37 per cent and outperformed 79 per cent of the funds measured by Becker. The smaller fund has an even more enviable record; it returned 6.84 per cent and outperformed 92 per cent of the Becker data base."

This year the Teamster Investment Department has been focusing again on common stocks (the general guideline of policy is to keep not less than 40 per cent nor more than 60 per cent of assets in such equities).

### Equity Masters

To help make these decisions of investments, the IBT has retained four equity managers—all specialists—to assist in deciding how best to allocate the investments. However, an effort is made to balance various investment styles of these companies. Where one is hired for emphasis on value, another is retained for its expertise in growth-stock, etc. One of Burroughs' main tasks is to decide which firm gets how much money to work with.

Because trading is done in-house, the Teamster Investment Department is in weekly contact with its counselors and knows long before the end of a quarter what each counselor has been buying and selling.

To make this procedure even more effective, the Investment Department now is putting together a computer program which Burroughs hopes will provide what he calls an "early warning system before disasters strike." The computer will assess such data as price earnings, turnover, dividend and earnings yields and ratio of reserves which will provide what amounts to a better "mousetrap" to monitor the counselors.

A key to the efficient management of the Teamster funds is what Burroughs calls "accountability" to the funds' trustees. He likes to describe his position as "an extension of my principals"—namely, Teamster General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller.

The equity counselors must work off a list approved by those two officers. The main reason for the list is to make certain that Teamster money is not invested in companies that sport notoriously bad labor policies.

Another money-making aspect of the Teamster Investment Department is that, by virtue of its existence, the department can strike out on its own. The Teamster policy, for instance, is one of the few that takes advantage of what are called "repurchasing agreements." Few unions are aware of this.

The IBT went out and negotiated a repurchasing agreement with a bank that permits taking cash on hand (running now at about $29 million in all the funds), and investing it in Treasury bonds on an overnight basis. The money is still there the next morning but it has been working overnight at current rates of 10 per cent interest while everyone else was asleep.

Summing up, the investment policy and practice exercised by the International Brotherhood of Teamsters is one of the most up-to-date in the land today. It is controlled from home base and its sucecss already has far exceeded anything of record in the past.

The success has proven the program. Now the challenge remaining is one of refining the program, making it more efficient, so that it will excel even more greatly in the future.

## Kansas City Local Wins

Jason/Empire, Inc., of Overland Park, Kan., violated the law by refusing to bargain with Teamster Local 955 of Kansas City, Mo., according to a recent ruling by the National Labor Relations Board.

The Board granted a motion for summary judgment in favor of the union certified as representative for the company's warehouse and repair service employees.

The Board found no merit in the employer's contentions in seeking to get another hearing on the case.

Jason/Empire was ordered by the Board to bargain with the Teamster local union upon request.

## Steelhauler Retirees

FARSON
MOTOR LINES

**Some 14 members of Teamster Local 505 in Huntingon, W.Va., all steelhaulers for Farson Motor Lines, have retired with the most recent retirees being (left to right): Malt Vanhorn, Sherman Cahal, Ray Williams, Local 505 President Jim Boyd, and Charles Sparks. Another driver, Harold Davis, was absent at photo time. Previous retirees included William F. Green, Rome Powell, Mack McGuire, Homer Campbell, Dewey Queen, Virgil Criss, Hager Howell, William Sparks and A. R. Trout.**

# IBT Scholarship Application Due

Applications for the 1974-75 college scholarships are being accepted and should be submitted no later than November 30, 1973.

The fund, established by the 1966 convention of the International Brotherhood of Teamsters provides eight scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the four Area Conferences and are restricted to sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by the Federation of Regional Accrediting Commissions of Higher Education or which has membership in the Association of Universities and Colleges in Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admissions directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items:

*Parents' confidential statement:* By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their parents' confidential statement to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1975 scholarship program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of four weeks.

*Test scores:* All applicants must submit an official transcript as issued by the testing agency for *one* of the following tests: Scholastic Aptitude Test, American College Test, Canadian Scholastics Aptitude Test.

The test may be taken during the applicant's junior or senior year but no later than December, 1974, for the Canadian Scholastic Aptitude Test or the American College Test and no later than February, 1975, for the Scholastic Aptitude Test.

*Academic record:* This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program achievement tests no later than January, 1975. Two of the achievement tests are to consist of English composition and mathematics Level I or II. The third achievement test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the scholarship fund. Applicants are expected to have all requirements on file with the scholarship fund no later than February 28, 1975. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1974-1975 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his local union for the 12 months preceding the application deadline of November 30, 1974. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the 12 months preceding the application deadline are eligible if the member was not suspended from membership during the 12 months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but who have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1974, deadline will be accepted for a reasonable period of time; however, it is impossible for the scholarship fund to provide such applicants with registration material for the required tests prior to the registration deadlines. Therefore, any applicant who submits his application in late November or early December should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

# APPLICATION

## INTERNATIONAL BROTHERHOOD OF TEAMSTERS

# SCHOLARSHIP FUND

### 1974-1975 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund no later than NOVEMBER 30, 1974. Failure to comply with this regulation may result in your inabilit to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

Print your Last Name, Firs Name, Middle Initial and Address in the boxes provided Place only one capital letter punctuation mark or numeral i each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
LAST (Do not include Jr., II or III with your last name)
☐☐☐☐☐☐☐☐☐☐ ☐
FIRST (Use your given name, not a nickname) MIDDLE INITIAL

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
STREET
☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
CITY AND STATE
☐☐☐☐☐
ZIP CODE

3. Date of Birth ______________________
month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐
Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of anothe applicant.

6. Name and address of high school which you are attending:
Name ______________________
Address ______________________
______________________

7. Expected date of high school graduation ______________________ 1975

8. Early Admission Students:

☐ Check here if you entering college on a full time basis in 1975 *without* completing high school. All early admission students are required to attach the following to his application:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1975 I will complete (check one):
☐ Junior Matriculation ☐ Senior Matriculation

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

| | Name | City, State |
|---|---|---|
| First choice | | |
| Second choice | | |

11. Full name of Teamster parent ______________________________
(please print)

Relationship (please check)

Name and address of employer:

______ a. Father

______ b. Mother

______ c. Step-father*

______ d. Step-mother*

______ e. Guardian*

______ f. Other—specify relationship:* ______________________________

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed ______________________________ Date ______________
Teamster member

Signed ______________________________ Date ______________
Applicant

**If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.**

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

______________________________
Signed—Teamster member

Subscribed and sworn to before me this ______________ day of ______________, 1974 in the City (County) of ______________ in the State of ______________.

______________________________
(Notary Public)

Seal

My commission expires ______________________________

**UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.**

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number ____________________________________________

Address ____________________________________________

15. Area Conference Affiliation (check one):

☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * ____________, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1974.

b. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement.

c. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. _____ since ______________________ (date after 11-30-73) after depositing his withdrawal card which was taken on ______________ (date), and that during the twelve consecutive months prior to his withdrawal he was not an officer or employee of this Local Union and was not suspended from membership.

e. _____ since ______________ (date after 11-30-73) after his transfer from Local Union ____________ (number). Forward this application to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

______________________________

______________________________
date

18.

Local Union Seal

---

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

**If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.**

19. I hereby certify that the member named in Item 11, Ledger Number __________, was not an officer or employee of this Local Union and was not suspended from membership from ______________, 19____ until his transfer on ______________, 19____.

21. Signature of Secretary-Treasurer:

______________________________

______________________________
Teamster Local Union Number

______________________________
date

20. Local Union Seal

**If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.**

22. I hereby certify that the member named in Item 11, Ledger Number __________, was not an officer or employee of this Local Union and was not suspended from membership from ______________, 19____ until his transfer on ______________, 19____.

24. Signature of Secretary-Treasurer:

______________________________

______________________________
Teamster Local Union Number

______________________________
date

23. Local Union Seal

* * * * * * * * * * * * * * * * * * * *

**ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE**
**FORWARD THIS APPLICATION DIRECTLY TO THE**
**INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND**
**25 Louisiana Avenue, N.W.**
**Washington, D.C. 20001**

## Bill of Rights Under Job Safety Law

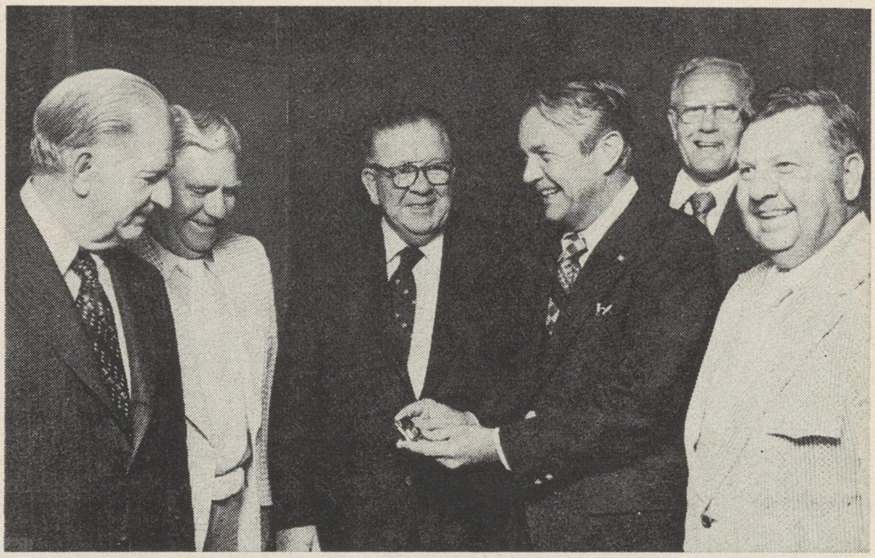
A labor studies program focusing on the rights of workers was begun recently at Dundalk Community College in Baltimore, Md., and came up with the following bill of workers' rights under the Occupational Safety and Health Act of 1970:

1. The right to have dangerous substances identified by labelling or posting in the workplace.
2. The right to have safety and health inspections made on the job.
3. The right to accompany inspectors when they inspect your job.
4. The right to have copies of inspection reports and complaints.
5. The right to have records made and kept of your exposure to dangerous substances.
6. The right of access to records of your exposure to dangerous substances.
7. The right to have HEW monitor dangerous substances on your job.
8. The right to have violations found by HEW inspectors posted in the plant.
9. The right to have public transcripts made of advisory committee meetings.
10. The right to have extremely accurate records made of injuries and job-related diseases.
11. The right to have the HEW secretary set exposure levels for dangerous substances so that no worker suffers impaired health or diminished life expectancy.
12. The right to see published an annual list of toxic substances with safe exposure criteria.
13. The right to see published annually studies of the long-term effect of low-level exposures to industrial materials.
14. The right to be protected in all rights under this law.
15. The right to sue the federal government for an imminent danger cause.
16. The right to know the health and safety gap each year.

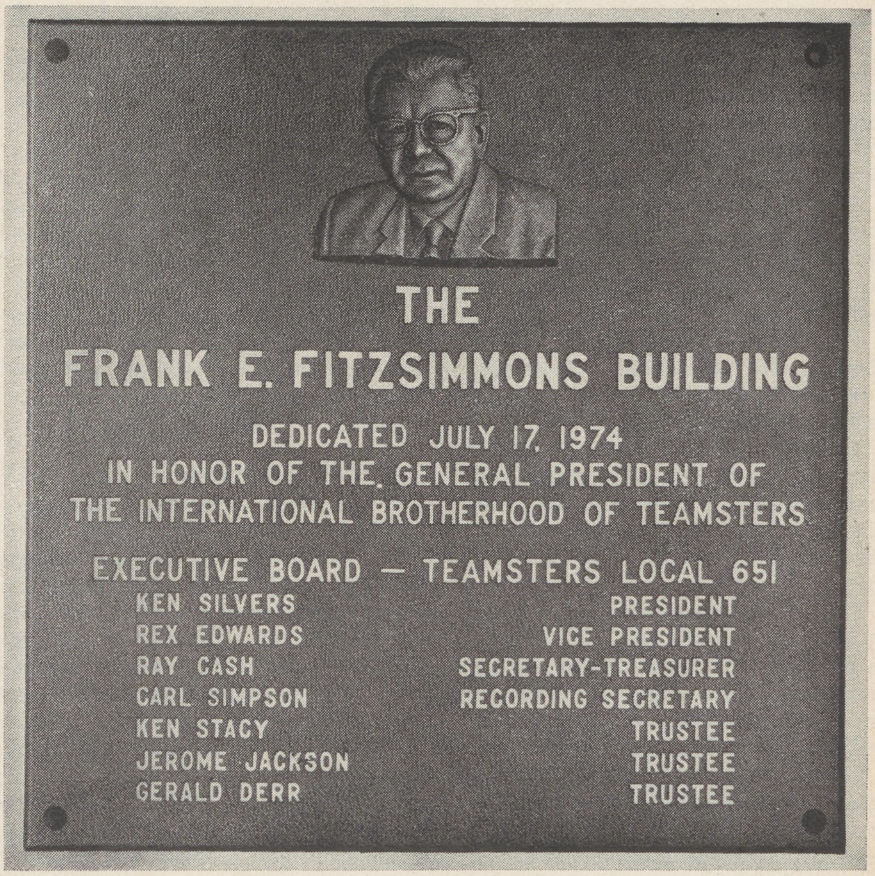
## ● Opportunities

As a result of the Age Discrimination in Employment Act, almost 40,000 job opportunities were provided for older workers during fiscal 1973, according to the Labor Department.

## Building Dedication



**Dignitaries, including Kentucky Governor Wendel Ford, were on hand when Local 651 of Lexington, Ky., dedicated its new headquarters building in honor of Teamster General President Frank E. Fitzsimmons. Shown at dedication ceremonies, left to right, IBT Vice President and Central Conference Director Ray Schoessling, International Organizer and President of Louisville Local 89 Paul W. Priddy, Teamster General President Frank E. Fitzsimmons, Gov. Ford, Local 89 Secretary-Treasurer Marion Winstead, and Local 651 President Ken Silvers. Photo below is of plaque designating the new local union headquarters "The Frank E. Fitzsimmons Building."**



THE
FRANK E. FITZSIMMONS BUILDING

DEDICATED JULY 17, 1974
IN HONOR OF THE GENERAL PRESIDENT OF
THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

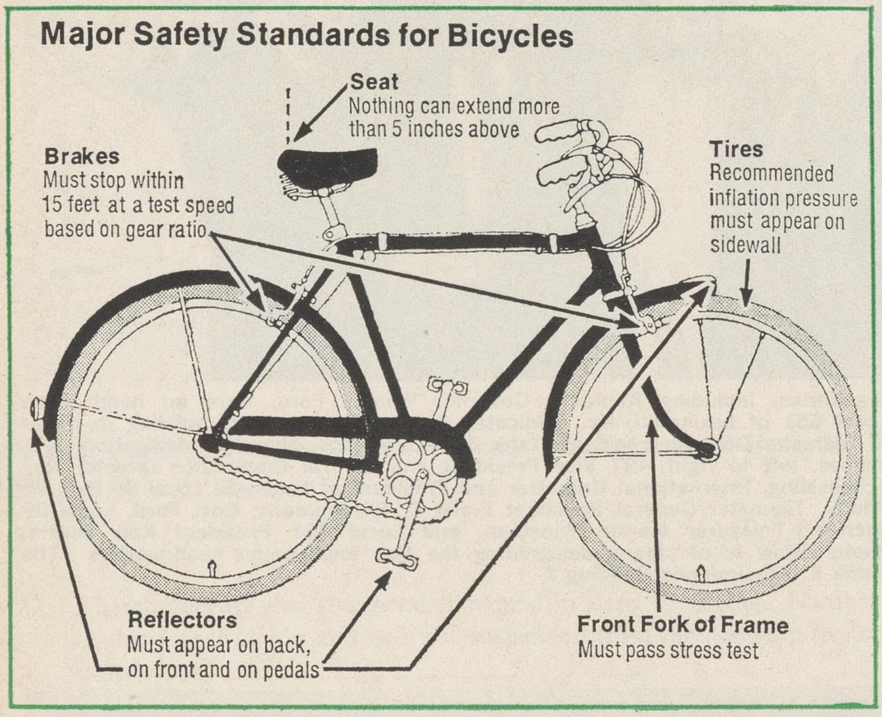
EXECUTIVE BOARD — TEAMSTERS LOCAL 651

| | |
|---|---|
| KEN SILVERS | PRESIDENT |
| REX EDWARDS | VICE PRESIDENT |
| RAY CASH | SECRETARY-TREASURER |
| CARL SIMPSON | RECORDING SECRETARY |
| KEN STACY | TRUSTEE |
| JEROME JACKSON | TRUSTEE |
| GERALD DERR | TRUSTEE |

# MISCELLANEOUS

**Million Injuries**

## Bicycle Safety Standards Set as Sales Exceed Cars


Major Safety Standards for Bicycles

Seat
Nothing can extend more than 5 inches above
Brakes
Must stop within 15 feet at a test speed based on gear ratio
Tires
Recommended inflation pressure must appear on sidewall
Reflectors
Must appear on back, on front and on pedals
Front Fork of Frame
Must pass stress test

BICYCLE safety standards have been set by the federal government as bike sales have boomed until there now are an estimated 70 million of the vehicles in use today in the United States.

Mandatory safety standards will be imposed by the Consumer Product Safety Commission on bicycle components sold in the U.S. after next January 1st.

Bike safety has become a necessity. Bicycles are out-selling automobiles now and are involved in more than a million accidents annually.

Minimum strength and performance requirements on brakes, steering systems, frames and other aspects of the bike will come under the scrutiny of the Consumer Product Safety Commission.

Starting the first of next year, bicycle manufacturers will be required to provide wide-angle reflectors to increase visibility at night, chain guards on non-freewheeling pedal systems, and fenders without sharp edges.

Government regulations to go into effect will also call for a 4-mile road test of the bike to be sold, and will require that an instruction manual be given purchasers so they can assemble and maintain such basic elements as brakes and tires.

American and foreign manufacturers produced 13.9 million bikes in 1972 and 15.3 million last year, according to the Bicycle Institute of America. Production is expected to top 16 million as 1974 comes to a close.

The surge in bicycling during recent years—especially in the last two summers—resulted in advancing the vehicle to the top of the safety commission's index of hazardous products.

### Accidents

Of the more than one million injuries in bicycle-related accidents last year, some 419,000 were serious enough to require treatment at hospital emergency rooms.

The new standard will require brakes capable of stopping a bicycle ridden by a person who weighs at least 150 pounds, and at a test speed based on the bicycle's gear ratio, in no more than 15 feet.

The government will also require that bicycles have wide-angle reflectors on the front and rear and the pedals. And bicycles must have either reflectorized tires or reflectors on the wheel spokes.

The regulations call for locking devices to hold wheels securely to frames and to clamp handlebars and seats solidly into place.

There also is a minimum standard for the front fork, that part of the bicycle frame that extends downward on either side of the front wheel. The safety commission would require the forks to withstand a static load.

Another standard would ban obstructions that extend more than five inches above the seat. This is aimed at such features as "sissy bars" behind the seat that might make mounting dangerous.

Bicycles with pedals that cannot be turned backward so as to free clothing that has been caught will be required to provide protective guards over their drive chains.

Other standards will govern such specific components as tires. And there is a final, over-all requirement calling for a road test that includes five passes over a 100-foot course of wooden cleats.

"The bicycle shall exhibit stable handling, turning and steering characteristics without difficulty of operation," during this test, the commission says. "There shall be no system or component failure of the structure, brakes or tires, and there shall be no loosening or misalignment of the seat, handlebars, controls or reflectors."

In addition to the required maintenance instructions, intended to allow consumers to do some work themselves, a bicycle for sale that was less than fully assembled would have to carry "a list of tools necessary to properly accomplish assembly and adjustment."

## Safety-Health Booklet Published

**The Department of Labor has published a pocket-sized 16-page booklet on the 1970 federal safety-health law and workers' rights under it.**

**The booklet, "The Employee and OSHA," is available at 30 cents a copy from: Superintendent of Documents, Government Printing Office, Washington, D.C. 20402.**

## Local Wins Decision On 7 Firings

The National Labor Relations Board ruled recently that Oic Corp., of Stevensville, Mich., unlawfully terminated seven employees because of their protected concerted activities.

The Board upheld the findings of the administrative law judge in the unfair labor practice charge brought by Teamster Local 7 of Kalamazoo, Mich.

Three employees were fired by the company because they were part of a group which presented a list of grievances to the employer and gave eight hours for an answer. Four other workers who began picketing in protest of the discharges were then discharged.

Two of the seven dischargees were found to have committed unprotected misconduct during the strike, thereby forfeiting their right to reinstatement. However, they were awarded backpay from the date of discharge until the time of misconduct.

Oic Corp., was ordered by the Board to reinstate the other five workers with full backpay.

## Best Rates Provided In Apple Pact

Teamster Local 1973 has signed agreements with 18 apple growers in the Watsonville, Calif., vicinity giving the orchard workers the highest wages and fringe benefits prevailing in the industry.

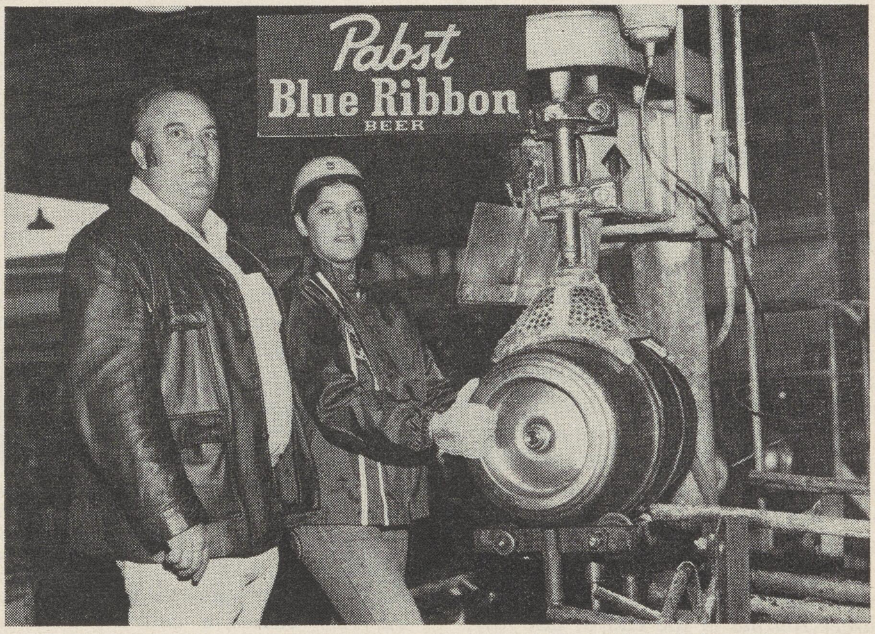
David Castro, secretary-treasurer of Local 1973, said signing of the 3-year agreements culminated negotiations that began in April after the apple workers signed cards authorizing the Teamsters to represent them.

Agreements with another 16 apple growers were expected to be completed during August, according to Castro. An estimated 1,500 to 2,000 people work for the apple growers in the Pajaro Valley area.

The apple contracts, retroactive to June 15, give a field laborer an hourly wage of $2.57 this year, increasing by steps to $2.95 in 1976. Rates for other hourly-paid jobs also were increased.

Fringe benefits standard in most Teamsters Union contracts also were gained, Castro said.

## Lady Brewer



**Maria Ruiz, working on the barrel line at the Pabst Blue Ribbon Brewery in East Los Angeles, Calif., is the first woman brewer to be hired by a major beer-making company in the United States. A member of Teamster Local 1007, Miss Ruiz was the first woman to apply for a brewer job when the company opened an apprenticeship program to women last spring. Shown with the young lady is Leonard Brown, also of Local 1007.**

### 40 Years and Aging

## NLRB Needs Modernization According to Its Chairman

Congress has been urged by Edward B. Miller, chairman of the National Labor Relations Board, to modernize the Board's "antiquated decision-making structure."

Noting that the NLRB broke all records for handling cases during the year ending June 30th, Miller said of the agency now in its 40th year:

#### Growing Caseload

"We continue to be faced with a growing caseload. We have somehow managed to keep pace with it. This 5-man Board, aided by staffs which have had almost no increase in personnel since I became Chairman four years ago, has coped with an approximate 25 per cent rise in cases over that period. I am, frankly, surprised that we have been able to cope this well, and I have genuine doubts we can do it much longer without congressional action to modernize our almost 40-year-old, antiquated, decision-making structure."

The NLRB reported that during the 1974 fiscal year, the Board handed down 977 decisions in contested unfair labor practice cases brought before it by individuals, unions and employers. This compared with 936 rulings the year before. In addition there were 543 rulings on disputed representation election cases. This was 86 more than in fiscal 1973.

In all, the Board's total decisions reached 1,520, or 100 more than during the previous year.

The Board is composed of Chairman Miller and Members John H. Fanning, Howard Jenkins, Jr., Ralph E. Kennedy and John A. Penello.

### ● Oregon Win

Truck drivers employed by Oswego Lime Delivery Co., Inc., in Lake Oswego, Ore., voted unanimously for representation by Teamster Local 162 of Portland, Ore., in a recent National Labor Relations Board election, according to Joe Edgar, secretary-treasurer of the local union.

# MISCELLANEOUS

### Quiet Hysteria

## Cures for U.S. Inflation Prompt Anti-Union Views

AS INFLATION intensifies in the United States, an increasing number of economists have been popping up with proposed solutions delivered almost in a spirit of quiet hysteria.

In almost every instance they would strike at the heart of trade unionism, among other institutions in the American system of free enterprise, to cut out the boil of spiraling prices.

Often their proposals give no assurance that the economic illness might be cured, rather, there is more than a hint that the patient might have to lose an arm or two.

The latest example of unfeeling solution was published in the *Wall Street Journal* at the end of last July.

"A Positive Way to Fight Inflation," was the name of the article written by Hendrik S. Houthakker, a professor of economics at Harvard University.

Two of his half-dozen or so major points included scuttling of the good ship trade unionism and the emasculation of the transportation industry.

Houthakker's notion is that the only way to cure inflation in the U.S. is to remove what he called "barriers to competition."

Declaring that such barriers make an economy more susceptible to inflation—in addition to creating inefficiencies of various kinds—the professor commented that such barriers are not likely to be removed on a piecemeal basis. The reason being, he said, is that special interest pressure groups would respond, "Why pick on us?"

Therefore, said Houthakker, the barriers must be removed comprehensively by federal legislation.

He suggested an omnibus bill to include certain provisions, and in spelling them out he displayed a lack of grass roots understanding about what makes the world of work tick.

For instance, for labor he suggested that "unreasonable restrictions on union membership, such as prior apprenticeship or excessive entrance fees, would be prohibited."

Centuries of the history of work seem to have escaped the professor who appears unaware of the many obvious reasons for apprenticeship.

As for "excessive entrance fees," Houthakker apparently has never seen Labor Department tabulations which show that most union initiation fees are quite reasonable.

Those unions that do maintain a high initiation fee for membership do so because of an exclusiveness of skill and a need for more money per member, much in the manner exercised by professional organizations.

"Union-operated hiring halls would be abolished," wrote Houthakker. "The Davis-Bacon Act and similar laws concerning wages paid under government contracts would be phased out."

This piece of ivory tower thought would, of course, toss the construction and maritime industries into total chaos. Abolishing fair wage schedules similarly would recreate the jungle of substandard wages in which so many American workers labored for so many decades.

The pity of it is that Houthakker apparently assumes that wages are truly a key component of business costs in terms of competition. A basic facet of unionism is that a uniform wage removes the pay of workers from the determination of the degrees of business competition.

"The bill would also reform unemployment insurance," wrote Houthakker, "so as to make it less of a disincentive to work, and would exempt juveniles from minimum wage laws."

#### A Re-hash

The economist's remark about unemployment insurance reveals a complete lack of understanding of what it is and why it is needed. Apparently he has the view that breadwinners prefer to sacrifice a relatively fat, take-home paycheck so they can enjoy the pittance of unemployment compensation that is the rule in so many states.

As for exempting juveniles from minimum wage laws, Houthakker's opinion is a re-hash of an old idea. However, it is difficult to see how this exemption would remove a barrier of competition. Rather, it would seem to be a prop for the profits of small business at the expense of youth.

All in all, the Harvard professor's position on labor was little more than polished union-busting in the name of a remedy for economic illness—and offered in much the same manner as did the flowery-speaking medicine men who toured the towns of the Old West.

He wrote:

"In the field of transportation, the bill would remove all route and other restrictions in existing trucking licenses. Changes in railroad rates would be approved automatically if they fall within a zone of reasonableness determined by variable costs. The Interstate Commerce Commission would lose the authority to grant general rate increases. The antitrust exemption of railroad and trucking rate bureaus would be terminated . . . (and so on.)

#### Dog Eat Dog

In short, suggested Houthakker, return the trucking industry to the dog-eat-dog status of not so many years ago where operators had no idea how long they might survive and their customers wondered about the integrity of shipping schedules.

## An Historic 'First'

**Elvin Hughes (seated left), IBT general organizer, and Nolan B. Jones, director of personnel for the State of Illinois, shake hands upon signing a collective bargaining agreement covering some 4,000 state employees. It was the first such contract signed by a labor organization (the Illinois Conference of Teamsters) and the state. With Hughes and Jones are members of the negotiating teams.**

## Fitzsimmons Gets Letter From Widow

**Dear Mr. Fitzsimmons:**

**I am very grateful my husband was a Teamster. I'm proud too for being a part of our great Union. You have been so kind to me in my time of great sorrow, when my husband Bill Tucker passed away.**

**Thanks to the benefits and pension, I will manage to go on.**

**Once again, thanks to all of you and Mr. William Presser as well. God Bless You and your family. Good luck and I shall remember you in my prayers always. . . .**

**Gratefully,**
**Mrs. William Tucker,**
**Cleveland, O.**

## Successor Case Won by Local In Massachusetts

Teamster Local 437 of Haverhill, Mass., won a National Labor Relations Board ruling recently in a case where a company refused to hire employees of a predecessor firm.

Sustaining the administrative law judge, the Board said J. R. Sousa & Sons, Inc., unlawfully refused to hire the workers employed by Liberty Oil of Haverhill, Inc., which previously operated a retail gasoline station. The Liberty employees were members of Local 437 and covered by a subsisting collective bargaining agreement.

The Board also ruled that Sousa & Sons refused to recognize and deal with the Teamster local union as the statutory representative of the employees involved.

### Key Point in Case

The key point in the case was whether Sousa's failure to retain or hire Liberty's gasoline station attendants and fuel drivers when it took over the business was discriminatorily motivated.

Sousa & Sons was ordered by the Board to cease the unlawful conduct, bargain in good faith with the union, and offer seven attendants and one driver immediate employment, and to reimburse them for any losses.

## Scholarships

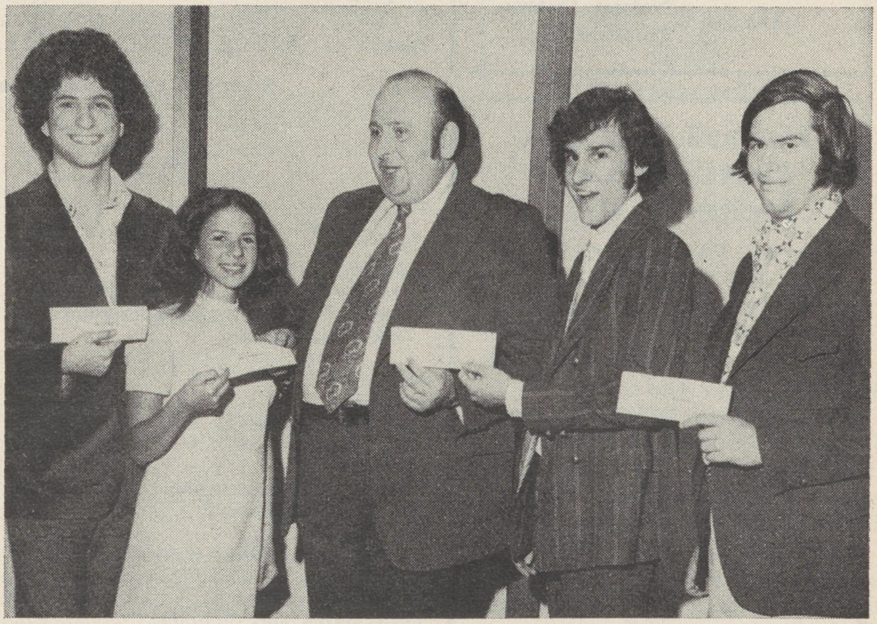
Officials of Teamster Local 169 in Philadelphia, Pa., are shown with winners of the union's $4,000 college scholarships, bringing to 16 the number of children of Local 169 members now gaining from the college grants. Left to right are: Dana Frattone and Thomas Costa; Bernard Marcus, secretary-treasurer, and Joe Lyons, business agent; Brenda McPherson and Bonnie McMillan. A fifth winner not present for the photo was Richard W. Carley.

## Heavy Majority Wins in Virginia

By a three-fourths majority, employees of Mick-or-Mack Stores Co., Inc., in Salem, Va., voted for representation by Teamster Local 171 of Roanoke, Va., in a recent National Labor Relations Board election.

Archie B. Argabright, Local 171 president, said 25 warehousemen, drivers, mechanics and maintenance men were eligible to vote. The ballot count was 18 to 6 in favor of the union.

## College Grants



Dennis M. Silverman, president of Teamster Local 810 in New York City, is shown presenting certificates for scholarships worth $3,000 each to four winners of the local union's awards this year. The students are (left to right): Mark Leighton, Susan Baum, Richard DeSanctis and Steven Tomashefsky. Local 810 makes the college grants annually.

# MISCELLANEOUS

## Golf Club Win Scored By Teamsters

Ground keepers and mechanics employed by the Virginia Country Club in Long Beach, Calif., now are members of Teamster Local 88 following a National Relations Board election.

E. Lee Dahlenburg, secretary-treasurer of Local 88, said 15 employees of the country club were eligible to vote in the representation ballot.

The ground keepers and mechanics were unanimous in choosing Teamster affiliation.

## Fitz Hears From Maine Retiree

Dear Bro. Fitzsimmons:

I just wanted to let you know how much I appreciate my pension and all the benefits I am receiving. I am very thankful I was a union member. I belonged to Teamster Local 340 in Portland, Me. I want to wish the best to all brother members.

Fraternally,
Nelson Dobson,
Portland, Me.

## Heart Attack Victim Pens Note to Fitz

Dear Bro. Fitzsimmons:

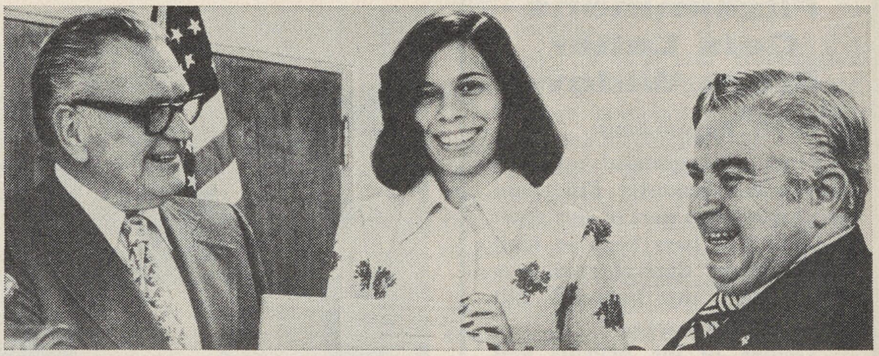
I'd like to thank all the Teamsters and Local 735 of Norwood, Mass., for all the help they have given me and my family.

In August, 1973, I suffered my second heart attack and had to retire. The retirement benefits I have received from the Teamsters has helped to make our lives a little easier.

It is a pleasure to be associated with a union that cares so well for its members.

Fraternally,
Roger O. Giguere,
Woonsocket, R.I.

## Scholarship Ceremony



Teri Tammaro, daughter of Fred Tammaro of Teamster Local 753 in Chicago, Ill., receives her International Union scholarship certificate from IBT Trustee Louis Peick (left) and Anthony Christiano, president of Local 753. Miss Tammaro was one of eight Teamster sons and daughters across the land to be awarded the college grants.

### In a Year

## Public Employees Increase By 536,000 to 14 Million

MORE than 14 million civilians were public employees in October, 1973—an increase of 536,000 or 3.9 per cent over the same month in 1972—according to the Census Bureau.

The increase was accounted for entirely by state and local governments employment which rose from 10.8 million to 11.4 million (5.0 per cent), while the number of federal civilian employees remained at 2.8 million.

Public civilian payrolls for the month of October, 1973, totaled $11 billion, or about $1.3 billion more than in October, 1972. Of the 1973 payrolls, totals for state and local governments were $8 billion and for federal governments, $3 billion. The sharper proportionate rise in monthly payroll amounts, compared to employees, reflects higher pay rates during this period.

The following table summarizes the functional distribution of state and local government employment in October, 1973:

**State and Local Government Employment by Function**

| Function | Full-time equivalent employment | |
|---|---|---|
| | Number | Percent |
| Total | 9,578,000 | 100.0 |
| Education | 4,751,000 | 49.6 |
| Local schools | 3,718,000 | 38.8 |
| Institutions of higher education | 953,000 | 9.9 |
| Other education | 79,000 | 0.8 |
| Hospitals | 921,000 | 9.6 |
| Highways | 566,000 | 5.9 |
| Police protection | 516,000 | 5.4 |
| General control | 313,000 | 3.3 |
| Public welfare | 301,000 | 3.1 |
| Financial administration | 234,000 | 2.4 |
| Local fire protection | 212,000 | 2.2 |
| Correction | 173,000 | 1.8 |
| Local utilities other than water supply | 170,000 | 1.8 |
| Health | 167,000 | 1.7 |
| Natural resources | 163,000 | 1.7 |
| Local parks and recreation | 131,000 | 1.4 |
| Sanitation other than sewerage | 124,000 | 1.3 |
| Water supply | 112,000 | 1.2 |
| Employment security administration | 82,000 | 0.9 |
| Sewerage | 73,000 | 0.8 |
| All other | 570,000 | 6.0 |

# LEGISLATIVE REPORT

**Freedom Impinged**

## Senate Bill Strikes Blow To Collective Bargaining

The U.S. Senate has passed and sent to the House of Representatives a bill which strikes at the heart of free collective bargaining.

The bill, S. 1566, authorizes the issuance of a 160-day injunction in the event normal shipping to or from Hawaii is interrupted as a result of a labor-management dispute on the West Coast Ports in the states of Washington, Oregon, and California.

The bill provides that normal shipping would be considered interrupted if, during a labor-management dispute in the West Coast maritime industries, cargo was not loaded or a ship was not operated for a period of 48 hours.

In addition, injunctions authorized by the bill would be in addition to the 80-day cooling off period provided in the Taft-Hartley Act.

Prior to its passage in the Senate, this bill was reported adversely by the Committee on Labor and Public Welfare, by a unanimous vote, with the recommendation that it not pass.

A similar bill, H. R. 7189, is pending in the House of Representatives.

### Government Restraint

Teamster General President Frank E. Fitzsimmons has protested passage of this bill by the senate. The Teamster leader pointed out that a report of the National Commission for Industrial Peace recommended that:

". . . government refrain from imposing by any additional statutes compulsory arbitration or any other form of coercive action designed to determine the substance of wage and other contract provisions on labor and management engaged in negotiations, or to restrict the course which such parties may elect to follow."

Fitzsimmons further pointed out the commission's observation that "experience has shown that, at both the state and federal levels, the very existence of legal procedures that can be invoked when parties fail to agree in collective bargaining tends to promote such failures."

Thus, based on the increasing trend toward voluntary settlement of labor disputes and the "inappropriateness of government intervention into labor-management disputes, we would advise against enactment of S. 1566," Fitzsimmons said.

## Active Lady

**Mrs. Mary Nell Chew of Carbondale, Ill., wife of Harold Chew, a member of Teamster Local 347, recently was re-elected to the Jackson County Board of Supervisors. Mrs. Chew also is a member of the Illinois State Board of Health Assn., and participates in several other civic programs.**

**House Bill**

## Brennan to Support Safety Statute

SECRETARY of Labor Peter J. Brennan says he will ask for a Presidential veto of the Labor HEW appropriations bill if it contains an amendment eliminating safety and health inspections at firms with fewer than 25 employees.

The amendment was in the appropriations bill passed by the House of Representatives to finance the Labor Department and the Department of Health, Education and Welfare budgets.

The Senate still had not acted on the measure as *The International Teamster* went to press.

An estimated 30 per cent of the nation's workers would be denied most of the protections they now receive under the Occupational Safety and Health Act should the amendment become law.

Furthermore, about 90 per cent of the business establishments in the nation would not be subject to inspections.

Secretary Brennan put it this way: "Why should 18 million American workers be denied the protection of the federal safety and health law simply because they work for small companies?"

## No Fault Bill Supported

The International Brotherhood of Teamsters has reaffirmed its support of a national 'No Fault' bill, which has passed the U.S. Senate and is now pending in the House Interstate and Foreign Commerce committee.

In a letter to members of that committee, IBT Legislative Director David Sweeney wrote:

"We are strong advocates of the no-fault idea as presented in H. R. 10. The three titles contained in this legislation effectively insure adequate insurance coverage at a reduced cost. The tort claim liability partially sacrificed for this substantial savings is tempered with a threshold limitation that insures a right of tort recovery in extreme circumstances. This is an equitable balancing of priorities."

Sweeney pointed out that the "national standards established in H. R. 10 also are important, because without them an enforcement mechanism would be totally absent.

". . . the legislation is not an outright denial of state statutory and regulatory authority. States would remain free to effectuate laws and prescribe their own regulatory standards to no-fault legislation that meets their minimum criteria set forth in H. R. 10.

"Again, we urge your prompt and favorable attention to this bill," Sweeney wrote the congressmen.

## The Numbers Game

# Fitzsimmons Protests Exemption Of Small Employers from OSHA

Teamster General President Frank E. Fitzsimmons has registered a protest to a House-passed amendment to the 1975 Labor-Health Education and Welfare appropriations bill which would exempt businesses with fewer than 25 employees from coverage under the Occupational Safety and Health Act.

In a letter to all members of the Senate Appropriations Committee, Fitzsimmons said:

"Our three-year experience with the Occupational Safety and Health Act has vividly demonstrated two things: First, that the legislation was more needed than we thought, and secondly, that small businesses have been the shops most in need of safety and health regulation.

"We are concerned that the amendment limiting coverage on small employers would deny needed protection to many of our members in the construction industry. Because these members are, for the most part, employed by small subcontractors, they would be exempted from protection of safety and health standards on the same job where employees of the general contractor would be covered. Such would be highly unfair," Fitzsimmons wrote.

Fitzsimmons also objected to an amendment which would allow $5 million in presently funded Occupational Safety and Health Act grant money to be dispersed to the states without assurances that federal onsight inspection standards be complied with.

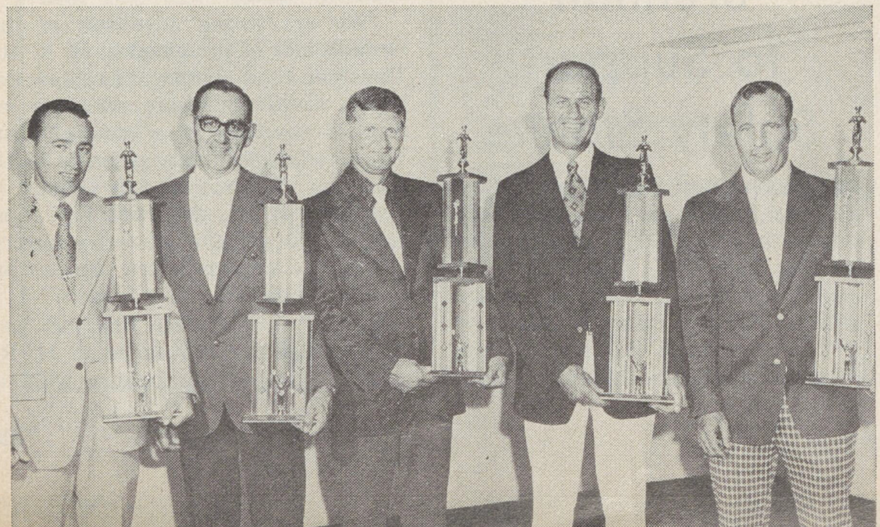
## College Grant Awarded by Indiana Local

Teamster Local 364 of South Bend, Ind., recently awarded its annual college scholarship to Judith Nurkowski, daughter of Eugene Nurkowski, a member of the local union.

Roland A. Wardlow, president of Local 364, presented the grant to Miss Nurkowski, fourth winner of the award worth $500 a year for four years.

## West Virginia Winners

**Five members of Teamster Local 175 in Charleston, W.Va., won championships in that state's recent truck roadeo and will be eligible for the forthcoming national roadeo. Shown (left to right) are: Daniel Darnold, 4-axle; Frederick P. Gilbert, straight truck; Ronald E. Ball, 5-axle van; Johnnie R. Dean, 3-axle, and Bobbie J. Lett, 5-axle flatbed.**



## New Consumer Unit Helps Auto Owners

A new consumer organization developed to deal with widespread problems and complaints regarding car service and warranties has been established in Washington, D.C.

Known as the "Automobile Owners Action Council," the organization is staffed mostly by volunteers, including law students.

One of the chief aims of AOAC is to help auto owners resolve disputes with dealers or garages over service. A more broad objective is to represent the public generally on the large engineering problems that may mutually affect many car owners.

Many of the AOAC's efforts have been on behalf of individuals involved in a running battle with either car manufacturers or their dealerships.

The AOAC also is seeking to establish a consumer-dealer recourse agreement patterned after labor-management agreements providing for arbitration—in lieu of expensive litigation—if a consumer cannot get satisfaction on a meritorious claim.

AOAC is financed mostly by individual membership fees including some organizational memberships. The address is: Suite 236, 733 Fifteenth St., N.W., Washington, D.C. 20005.

## Montana Retiree Pens Note

**Dear Bro. Fitzsimmons:**

**I would like to thank you and the International Union for the retirement pension I am now receiving. I retired recently after 23 consecutive years of work for Meadow Gold Dairies. I was a member of Teamster Local 190 in Billings, Mont.**

**Until I actually saw the pension check, I could hardly believe that anyone could be so fortunate. I am very grateful for all the other benefits I received from the union through the years, especially the medical benefits.**

**Fraternally Yours,**
**Henry Ostermiller,**
**Billings, Mont.**

## Shifting People

# Dramatic Population Change Revealed in Census Report

SHIFTING habits of Americans appear to be undergoing a dramatic change from the population movement that has characterized the United States in the past 25 years—up from the South and from the East to the West.

Now the Census Bureau has found that the South has surpassed the West as the fastest-growing area of the nation. Meanwhile, most industrial states in the North are experiencing moderate losses as people depart for other areas.

### Industrial Growth

While the bureau draws no conclusions in its latest growth pattern report covering 1970 to 1973, many experts are convinced the South's moderation of civil rights policies combined with rapid industrial growth has halted the emigration of blacks to the North.

First and foremost in its report, the bureau noted that the growth rate of the population as a whole has slowed because "current birth rates . . . are the lowest in our history," even lower than during the Depression of the 30's.

The declining birth rate, the bureau reports, has shown up the most in the largest-population states, particularly California and New York. Combined with the fact, is an apparent "out-migration" trend in the hitherto most industrial states.

California, which had been the nation's fastest-growing state since 1950, is suddenly far down the list. It added only 648,000 people to its population 1970-1973, a 3.2 per cent increase, or one-tenth of one per cent below the national average.

Contrast that with California, 1960-70, when its population exploded by 4.2 million people, a 27 per cent increase for the decade, twice the national average.

Florida surpassed California in total population growth. The state gained 880,000 people between 1970 and 1973. Its rate of increase was second highest in the country, 13.1 per cent, compared to Arizona's 16.1 per cent.

### Nevada Third

Sparsely populated Nevada had the third highest rate of increase 12.1 per cent—and that was indicative of another surprising shift. Rural and mountain states are moving up among the population-gainers. North and South Dakota and West Virginia—all of which actually lost population between 1960 and 1970—have been gainers since 1970.

Maine and Nebraska are prime examples of states where the growth rate is picking up speed. Maine's population increased by 3.5 per cent 1970-1973, compared with a 1960-70 gain of 2.5 per cent. Nebraska's population grew by 4 per cent in a little over three years, compared to a gain of 5.1 per cent over the entire 10 previous years.

The bureau, which also keeps tabs on migration, found that Ohio had the highest rate of migration loss among states in the 1970-73 span, 1.7 per cent. New York was next with a net migration rate of 1.5 per cent. Alabama and Mississippi were the only Southern states to have any out-migration; Kansas was the only North Central state to have any, and no Mountain States showed an outflow.

## Soft Drink Case Won In California

Pepsi-Cola Bottling Co., of Los Angeles, Calif., acted illegally by maintaining an invalid no-solicitation and no-distribution rule, and by its pre-election conduct of improving vacation benefits—according to a recent ruling by the National Labor Relations Board.

The unfair labor practice charge was brought by Teamster Local 572 of Long Beach, Calif.

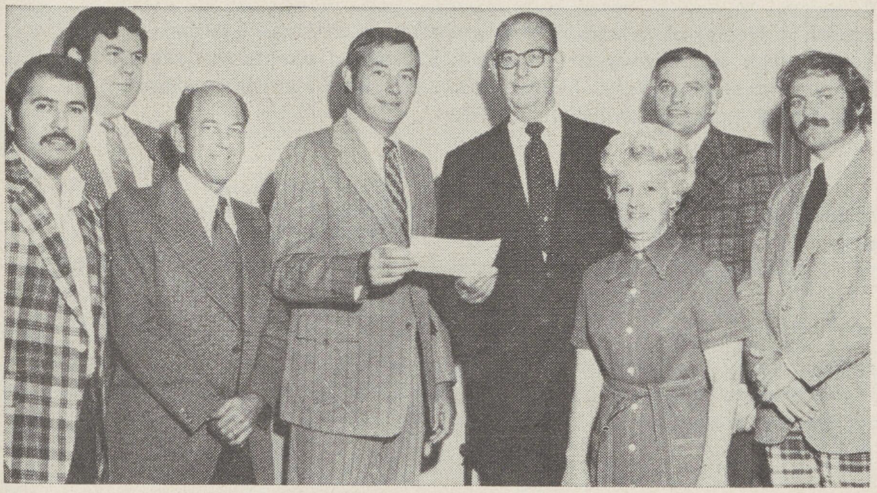
The Board disagreed with the administrative law judge's findings that the company's rules were valid. At all times material to the case, the employer had on its plant bulletin boards the following rule which provided for discharge or either disciplinary action if it was violated: Solicitation of any employees distributing literature illustrated, written, or printed matter of any description on company premises during working hours, without the consent of the company.

In the Board's view, there was a clear distinction to be drawn between the term "working hours" and "working time."

The Board also felt the rule was invalid because it restricted employees' rights to distribute union literature during their non-working time in non-working areas of the plan.

Pepsi-Cola was ordered by the Board to cease its illegal activity.

## Helping Retarded Kids



**Teamster Local 986 earmarked the proceeds of its annual pheasant dinner for the Special Olympics to aid mentally retarded youngsters. Shown during presentation of a $5,000 check are (left to right): Joe Sanchez; John Harren, Local 986 business agent; Mike Petrovski, Local 986 shop steward; Michael J. Riley, Local 986 president; John West, executive director of Special Olympics; Iris Wales, Lee Rhoades and Rene Gagnon, all Special Olympics officials.**

# Legislation, Politics, Government

**• HEAD TAX UPHELD**

The Illinois Supreme Court recently sustained Chicago's "head tax" requiring businesses to pay $3 a month per employee. The court said in its ruling that exemptions for employers with fewer than 15 workers was not discriminatory.

**• EX-GENERAL DEFEATED**

William C. Westmoreland, once commander of American troops in Vietnam, suffered a lopsided defeat in the South Carolina gubernatorial nomination race in the Republican Party. A state senator won the vote by a margin of nearly 3-to-2. Westmoreland characterized his campaign as "inept."

**• ASBESTOS TESTIMONY**

Dr. William M. Johnson, a former official in the National Institute of Occupational Safety and Health, testified before Congress recently and said that some government officials were offended when he provided them with information about the health hazards facing workers in plants where there were high levels of asbestos.

**• CONGRESSIONAL WORK**

There is a trend in Congress toward a desire for shorter work sessions. Various ideas have been put forth, including one that would have congressmen working three weeks of every month and taking the fourth week off for a rest. Leaders in the House are opposed to the short-session notions, fearing that even less work would be done, exposing Congress to "do-little" taunts.

**• TRANSPORTATION STAMPS**

A transportation stamp program to benefit the rural poor—an innovation being tested in West Virginia by the Office of Economic Opportunity—has received both encouragement and condemnation. Low-income, handicapped and elderly folk, however, have welcomed the concept.

**• TRANSPORTATION AWARD**

The Department of Transportation's National Motor Vehicle Safety Advisory Council named Sen. Warren Magnuson of Washington as winner of its 1974 Excalibur award for outstanding contributions in the field of automotive safety. Magnuson was cited for his leadership in passage of landmark auto safety and damageability legislation.

**• ECONOMIC CHANGE**

Herbert Stein resigned as chairman of the President's Council of Economic Advisers effective August 31st. President Nixon nominated Alan Greenspan, a New York economic consultant, to succeed Stein. The outgoing chairman is joining the faculty of the University of Virginia.

**• $92 MILLION**

A Senate subcommittee heard testimony recently to the effect that the Defense Department paid out $92 million last year for private psychiatric care for military dependents but has no formal accounting of how the money was spent.

**• HOT LINE TO CONGRESS**

An increasing number of voters have been taking advantage of Western Union's "personal opinion" telegram offering which permits the sender to transmit 15 words of praise or scorn at a flat $2 rate. Congressmen have been receiving thousands of such wires every week.

# For Your Information

## Cafeteria Death Rattle

The old-fashioned cafeteria is rapidly becoming a thing of the past in major metropolitan areas as the mushrooming hamburger joints keep growing in number.

Those in the industry say the cafeteria is dying because its concept—based on cheap labor—is no longer competitive. For that reason, the fast-food operations with stand-up counters are also helping to rout the cafeteria.

Used to be that the cafeteria was sort of a social meeting place for many people, particularly the elderly, where they could dawdle over a cup of coffee and a piece of pie.

Now there seems to be more of a grab-it-and-go atmosphere.

## Neckties Losing Ground

Even though the necktie lingers on as standard male attire in most offices, there are signs that the useless bit of decorative neckwear is steadily losing ground in fashion.

Part of the reason is the growing acceptability of the mod dress adapted by much of the young male population in recent years. Another reason is that in many warm climates, the necktie has become fashionably abandoned in the hottest weather.

Only the most expensive restaurants and luxurious hotels now require a jacket and tie.

**Charles Kettering, famed inventor, once noted that while mankind has managed to create a technology that can zip a message around the world in one-seventh of a second, it still takes years to drive a message through one-quarter inch of human skull.**

## Tax Burden Distribution

The Tax Foundation concluded in a recent study that metropolitan areas carry a larger share of the federal tax burden than do other areas.

The study of who actually bears the lion's share of the federal tax load, including payroll and excise taxes, covered 125 of the largest metropolitan areas in the United States. They averaged a per capita burden of $1,085 compared with $795 for non-metropolitan places.

Metropolitan areas with the heaviest burden were New York City, San Francisco-Oakland, Patterson-Clifton-Passaic, N.J., Newark, N.J., Chicago and Washington, D.C. The lightest loads were enjoyed by Columbus, Ga., Charleston, S.C., El Paso, Tex., Augusta, Ga., Pensacola, Fla., and Mobile Ala.

**A glance at history must convince modern-day strikebreakers that their type has never had it easy. In 1538, London shoemakers threatened that "there shall none come into the towne for the old wages within a twelve-month and a day but we have an arme or a legge of hym."**

## Electricity vs. Oil

The Consolidated Edison Co., biggest supplier of electricity in New England, has brought suit against several of its oil suppliers, charging them with conspiracy to triple and quadruple fuel oil costs over the past nine months.

Con Ed asked for damages under anti-trust laws of $156 million, plus punitive damages of an additional $52 million. The complaint was filed against Standard Oil of California, Texaco, Mobil, Chevron, the Texas Overseas Petroleum Co., and others.

Con Ed's suit was the second such action filed by a power company. Earlier, the Long Island Lighting Co., filed an action against the same companies with hopes of getting $248 million in damages.

Even as Con Ed was filing its suit, the Long Island Lighting Co., received the happy news that the New York Public Service Commission was granting it an interim electric-rate increase of nearly $29 million a year. The hike will raise the average customer's bill more than 13 per cent.

## Highway of Food

Dr. Norman E. Borlaug, famous developer of high-yield grains, has a graphic way of describing the world's food needs.

He likened global grain needs to a highway of grain stretching around the world at the equator, 55 feet wide and six feet deep.

Each year, he said, the population of the world grows by 76 million and that means annually there is a need for adding a 625-link for a second highway of grain.

## Taxation Confidence

An opinion survey has come up with the view that the federal income tax is the most unfair of all.

Two years ago, 36 per cent of Americans thought the federal income tax was the most fair. Now the mark has dropped to 26 per cent.

The survey was made for the Advisory Commission on Intergovernmental Relations.

## ● Pollution Identifier

An invention has been patented that is capable of identifying concentrations of gases in the air as low as one part in 10 billion.

The method of identifying pollutant gases is quick and suitable for use in industrial plants. The key is a combination of a laser light and an electronic computer.

Different gases, scientists say, absorb light at different wavelengths and in a sense leave their "fingerprints" on the laser light.

## ● Refrigerator Revelation

Specialists at the Massachusetts Institute of Technology, one of the foremost schools of its kind in the world, have concluded that the energy appetite of the 50 million refrigerators in the United States could be cut in half.

The energy saving could be made with better insulation and more efficient motors. It is also possible, concluded the experts, to produce a refrigerator that —while it might cost 20 per cent more—would operate for half the cost to the extent that consumers would gain back that 20 per cent in two years.

The study was focused on refrigerators because they ranked first on a 1971 list of annual consumer expenses on major appliances.

**It is generally agreed by historians that the trigger for the American Revolution was the Boston Tea Party in 1773. The shop that shipped the tea to the colonies, Charles H. Julian, Ltd., is still in business in London, England.**

## ● Graphology and Employment

An increasing number of companies are turning to graphology—often touted as the "science" of handwriting analysis—to make decisions on whether to employ job applicants.

Although most real scientists doubt the validity of handwriting analysis, there are an estimated 1,000 firms in the United States that employ consulting analysts—more than double the number of five years ago.

Psychiatrists generally discount graphology as a reliable predictor of character or performance. Some personnel men, however, claim that penmanship tests so far as hiring is concerned are accurate 80 per cent of the time.

Graphology got its start in the 11th century when the Chinese drew a correlation between personality and penmanship. Modern graphology was established about 1875 by a French abbot, Hippolyte Michon, who published an interpretive study of 10,000 handwriting samples.

**A firm that produces fragrant toiletry articles for men has posed this question in advertisements: "Do you still smell like World War II?"**

**Because of the critical shortage of pennies, the U.S. Treasury Department has given official approval for permitting stores to issue paper pennies. The scrip may be used only at the store where it is issued, says Treasury, and can be redeemed only in merchandise.**

## ● State Lotteries

Legally-operated state lotteries, most of them still in their infant stage, are becoming embroiled in a struggle with both organized crime and the federal government.

In fact, some states are purposefully organizing their lottery programs for a head-to-head confrontation with illegal bookmakers. At least three states— New Jersey, Delaware and Massachusetts—have made competition with illegal gambling a major objective in itself. Originally, the lotteries were designed solely as revenue producers with little or no concern about making a dent in illegal gambling.

Now the federal government is showing signs of becoming a "skimmer" in relation to state lottery profits. The Internal Revenue Service wants a 10 per cent excise tax on state lottery profits, and also would require sellers of lottery tickets to buy $50 gambling stamps annually.

Furthermore, the IRS has proposed to Congress that 20 per cent of all lottery prizes over $100 be withheld from winners for income-tax purposes.

State lottery profits last year totaled $700 million. New Hampshire was the first state, 10 years ago, to install a lottery. Since then, New York, New Jersey, Connecticut, Massachusetts, Michigan, Pennsylvania, Maryland and Rhode Island installed lotteries. Four more states scheduled to have lotteries operating soon are Illinois, Ohio, Maine and Delaware.

## ● Tires into Reefs

The Environmental Protection Agency has been working with the idea of using old tires to build reefs in the Atlantic Ocean.

It is estimated that it would take nearly a billion tires to build reefs in waters off the East Coast to attract fish. More than 200 million tires are discarded annually in the United States, posing a waste problem for most communities.

Using tires for reef construction thus would serve two purposes—boosting fish resources and solving a disposal problem.

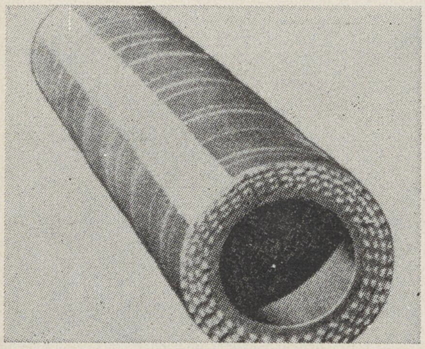
## ● Ship Construction

Construction of ships is at a peak in the United States, according to the Shipbuilders Council of America.

The shipbuilding industry started off the year with an unprecedented peacetime backlog of about $6.5 billion in construction contracts. The figure is expected to increase this year.

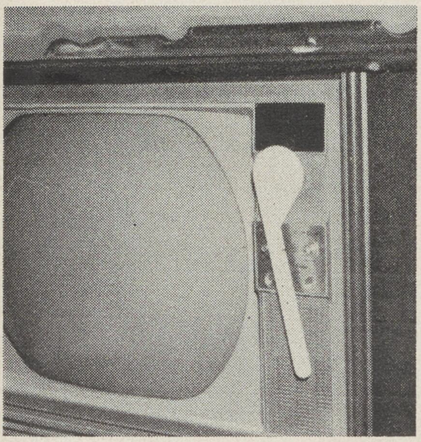
Biggest problem facing the industry, however, is that of getting sufficient steel to complete existing contracts.

# WHAT'S NEW



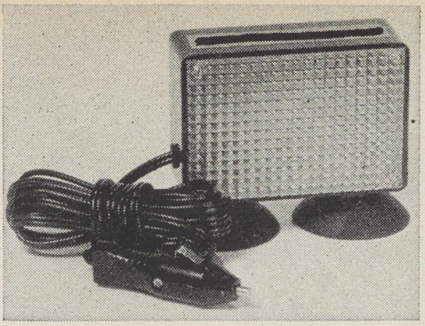
## Silicone Hose

A durable silicone hose for buses, trucks, diesel equipment or any vehicles which demand maximum availability under continuous rugged conditions has been marketed. The manufacturer says its silicone hose maintains its strength and flexibility in temperature extremes from −67 degrees to 355 degrees Fahrenheit. Unlike conventional hose, silicone hose resists aging and ozone, chemicals, lubricants, hardening and cracking, according to the manufacturer.



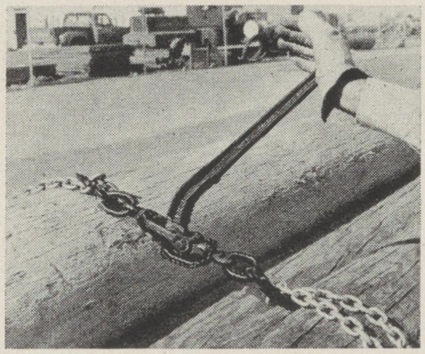
## TV Channel Changer

An ingenious little device for under $5.00 which will change television channels with the pull of a cord from anywhere in the room without you moving or getting up is now available. The device can be installed in less than a minute without tools and can be used on a temporary or permanent basis. Convenient for anyone, it is ideal for bedridden, disabled and elderly.



## Travel Light

A travel and trouble light which can be used for picnics, changing tires, and packing has been marketed. Terrific as a gift, it has a resistant rhenolio case, acrylic diffuser lens, long life bulb, rubber suction cups, and 12-ft. cord. Priced at $5.95, it can be plugged into any car or truck cigarette lighter.

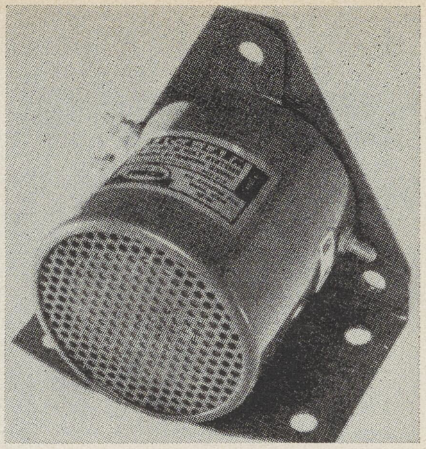


## Load Binder

A new single take-up load binder featuring safety has been announced. One of its unique features is handle thrust away from the operator in the unbinding operation. Another important safety feature is the elimination of sudden downward thrust in binding operations—minimizing chances of crushed fingers and thumbs.

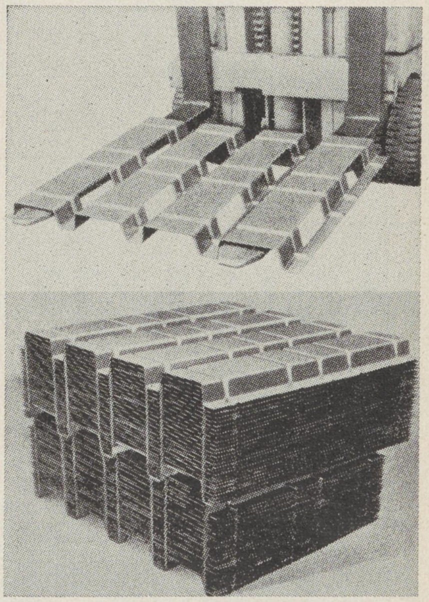
*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**



## Bac-a-larm

The manufacturer of this medium-duty, solid state, electronic alarm says it will mount anywhere and satisfy OSHA and state requirements. It operates on 6- to 36-volt systems and features either positive or negative ground. It has an adjustable sound level, and can be wired directly into the back-up light circuit or activated by a separate mechanical switch.



## Nester Pallets

Steel pallets with a 20-ton basic load capacity have been developed in a design which allows them to nest together, taking up only "one-tenth" of the amount of dead storage space needed by wood models, the manufacturer says. The steel pallets are available in six basic sizes. The manufacturer says the steel pallets offer the added advantage of longer service life and they don't splinter and split.

# LAUGH LOAD

## Who Likes Greens?

A man shambled up the walk and, instead of ringing the door bell, he threw himself on his knees and began eating grass. The lady of the house emerged and asked him why he was nibbling her lawn. He looked up:

"Lady, would you believe it? I haven't eaten for two days, and I'm starving!"

"Why, you poor man," she exclaimed, "you just get up from there and come around to the back of the house. The grass is much longer there."

## Thrown for a Loss

A young man was being given an eye examination. Pointing to a line on the chart, the optician asked: "Can you read this third line?"

"Sure," answered the young man. "It's CWDK. I'm not good at pronouncing it, but I think he was a quarterback at Notre Dame a year or so ago."

## They Wood!

Irate realtor: "If you think this house is in such bad shape, what do you suppose is holding it together?"

Prospective buyer: "Probably the termites are holding hands."

## He Was Cowed!

The milk man pulled a note from the bottle on the back porch. "Please leave 54 quarts," it read.

"Fifty-four quarts?" he thought. "That must be a mistake."

So he knocked. The woman came to the door and said: "That's right. My doctor has told me to take a milk bath and I figure I need 54 quarts."

"Pasteurized?" he asked.

"No," she replied, "just up to my chin."

## Impatient Patient

"Nurse, did the patient take his medicine religiously as I ordered?" ask the doctor.

"Indeed he didn't," she replied. "He cursed every time!"

## It's Still Coffee

A man stopped at a cafe and ordered a cup of coffee. When the waitress had delivered the coffee, he tried to make conversation.

"Looks like rain, doesn't it?" he ventured.

"I can't help what it looks like," said the waitress. "It's still coffee."

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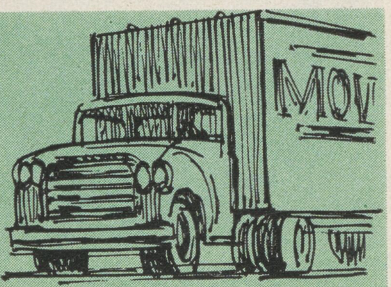
# MOVING? *Let Your Local Union Know!*



**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

NAME..........................................................................

NEW ADDRESS..........................................................................

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City State Zip Code

OLD ADDRESS..........................................................................

..........................................................................

City State Zip Code

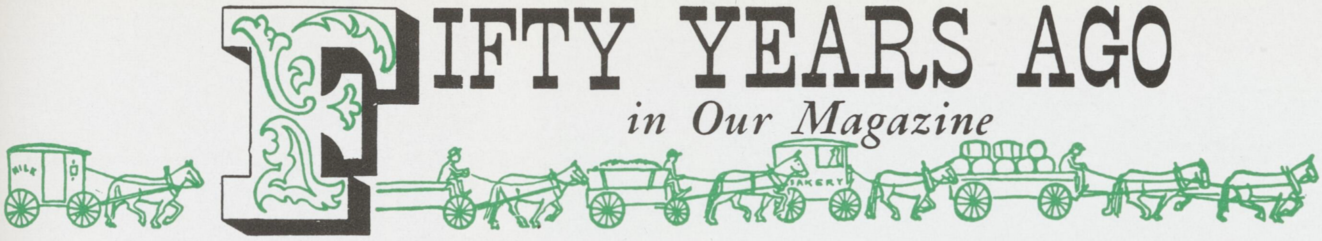
LOCAL UNION NO..........................................................................

LEDGER NO..........................................................................

(If unknown—check with Local Union)

NAME OF EMPLOYER..........................................................................

**Give this form to your Business Agent, Job Steward or mail to your Local Union Office.**

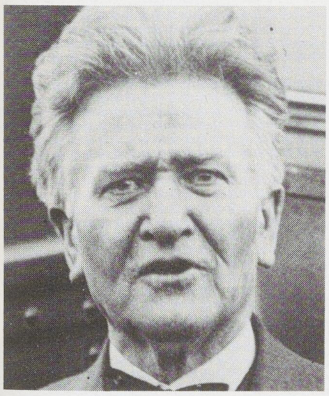


# FIFTY YEARS AGO

in Our Magazine

VOLUME XXI (From the September, 1924, Issue of the TEAMSTER) NUMBER 9

## Tobin Explains AFL's Endorsement of LaFollette and Wheeler



**Sen. LaFollette**

**Sen. Wheeler**

**By Daniel J. Tobin**

As you will see by reading through the Journal, the Executive Council of the American Federation of Labor endorsed the candidacy of Senator LaFollette of Wisconsin for President of the United States and Senator Wheeler of Montana for Vice-President.

In past years the Republican leaders have charged the American Federation of Labor with being 100 per cent Democratic and that its claim of being non-partisan was merely camouflage. Now the Democrats are charging the American Federation of Labor with being radical in its expressions and endorsement.

The Executive Council of the American Federation of Labor could take no other action, because every one who knows anything about the situation, who understands the political maneuvering of both parties, is satisfied that the candidates of both the old political parties stand for practically the same thing and on platforms which grant practically nothing to Labor. On the other hand, both LaFollette and Wheeler, in every office they have ever held, have been consistent exponents and fighters for the cause of the workers.

Senator LaFollette is a full-fledged Republican from the Republican state of Wisconsin, is still a member of the Republican party, has never been disowned or expunged by that party. Senator Wheeler is a leading Democrat from the State of Montana. Both of them stand for the cause of righteousness, are fearless, and have risked everything, even their personal safety, to defend the cause of the workers and on the floor of the United States Senate have denounced the trusts and corporations that seem to have their claws at the throat of the Government.

Now then, in further explanation of the endorsement, let it be distinctly understood that any member of organized labor has the right to vote for whomsoever he pleases. The American Federation does not attempt to hand over the working people to any party. This would be utterly impossible, and it is ridiculous to read the statements published every day in the press wherein it is said that the Federation of Labor is not going to be able to hand over the votes of the working people to whomsoever it pleases. The declaration of the Executive Council is that, after analyzing the platforms of the three parties, there was nothing else left for Labor to do except to give its endorsement to LaFollette, who stands on a platform that promises and pledges to do what it can for Labor against the platforms of the Democrats and Republicans which do not promise anything to Labor and which have never up to this time done anything favorable to Labor.

The American Federation of Labor has no selfish purpose in view. Its declarations are made after carefully considering every serious aspect surrounding the situation, and when it makes a recommendation to the workers it is done purely in the interest of the workers and their families.

---

## Teamsters Win Jurisdiction Dispute With Clerks

**Atlantic City, N.J.**
August 7, 1924.

Mr. Daniel J. Tobin, President,
222 E. Michigan St.,
Indianapolis, Ind.

Dear Sir and Brother:

After giving the most careful consideration to the entire matter the Executive Council declared as follows:

"The Executive Council after hearing the report of James Wilson, as the representative of the American Federation of Labor who was appointed to hear the representatives of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, and the Brotherhood of Railway Clerks upon the controversy relative to jurisdiction over express employes, finds that under the charter issued by the American Federation of Labor the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers clearly has jurisdiction over all teamsters, chauffeurs, stablemen and helpers and garage men who are not mechanics. The Executive Council, therefore, decides that jurisdiction over the men involved in this dispute properly belongs to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America; that both organizations be notified to this effect and the Brotherhood of Railway Clerks be instructed to disassociate from its membership all drivers, chauffeurs, stablemen and garage employes who are not mechanics, and helpers (the term helpers meaning all men who load and unload wagons and trucks) by transferring them to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, or disassociating them from membership in the Brotherhood of Railway Clerks."

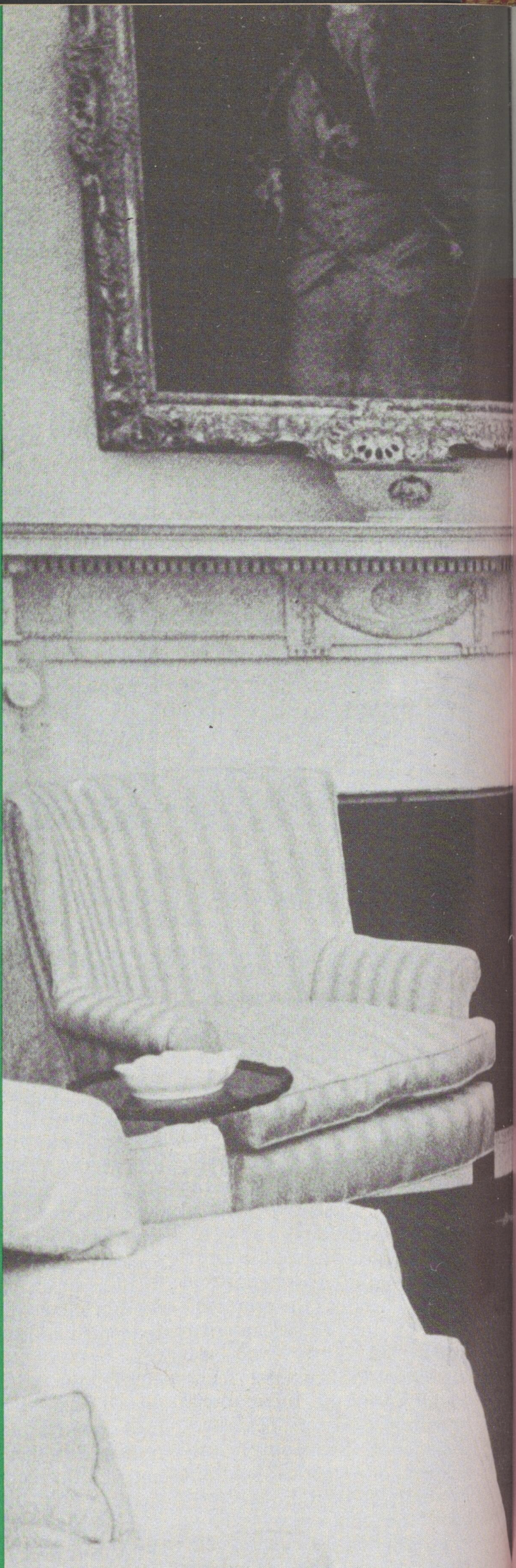
Fraternally yours,

(Signed)

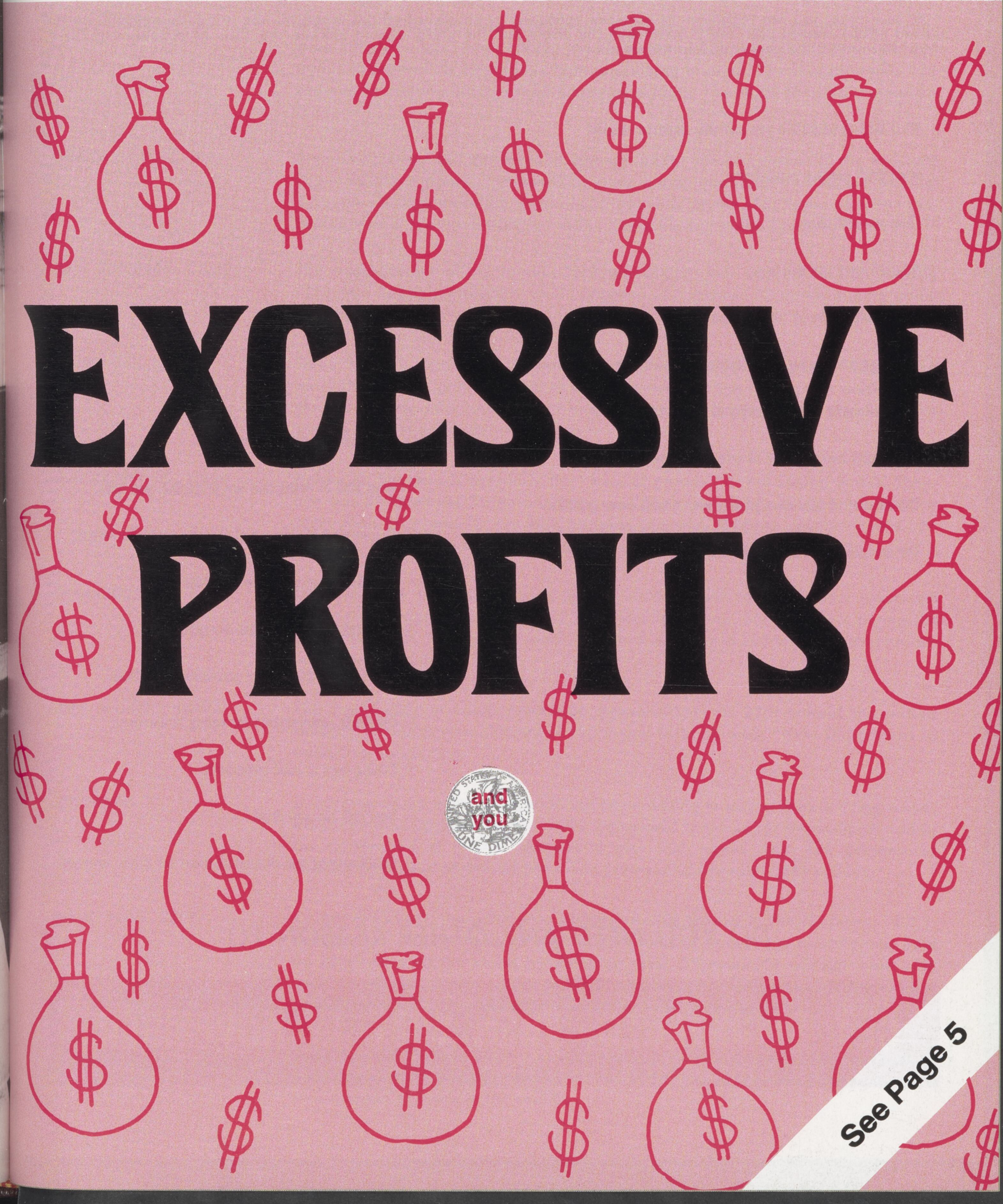
*SAMUEL GOMPERS,*
*President, American Federation of Labor.*

IF A BALANCE IS NOT ESTABLISHED BETWEEN PURCHASING POWER AND PRICES IN THE MARKET PLACE, A DEPRESSION WILL BE THE CONSEQUENCE.

—*Frank E. Fitzsimmons*



THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
OCTOBER 1974



# EXCESSIVE PROFITS

and you
UNITED STATES OF AMERICA
ONE DIME

See Page 5

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

***The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.***

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**Editorial material should be addressed to:**
**Teamsters Union, Office of Public Relations and Publications,**
**25 Louisiana Ave. N. W., Washington, D. C. 20001.**

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# From The Field

### TEAMSTER QUARTET THWARTS HIJACKERS

Four truck driver members of Teamster Local 299 in Detroit, Mich., recently thwarted hijackers who attempted to steal their rigs carrying cargoes of valuable copper.

Jimmy Ray, George King, Roy Schulz and Fred Tollman—all drivers for Essex Wire Corp.—were making individual runs just north of the Michigan state line when each was confronted with a tractor blocking the road.

The first Essex wire truck stopped was empty, but the hijackers tied up the driver and held him while they waited a short time for a second Essex truck.

The would-be thieves tied up the second driver, waited for a third, got him. and finally corraled the fourth Teamster. The last three trucks all were fully loaded with copper shipments. With the drivers all tied, the hijackers mounted the cabs and attempted to drive on in convoy.

The trouble started at a tollgate. While the hijackers were being questioned, the victims—all being held in the second truck—broke their ties and overpowerd the driver.

In the melee that followed, one thief escaped by foot. the third man drove off but soon abandoned his truck where it was located later with the cargo intact. The fourth hijacker also got away.

Local 299 officials commended the Teamsters who survived the fracas without injury. There was no cargo loss.

### CHICAGO LOCAL 781 TREATS YOUNGSTERS

Some 250 children had a great time at the ball park recently as guests of Teamster Local 781 in Chicago, Ill. It was the 10th year that children of members of the Order of Eastern Star were treated by the local union. This time they saw the Chicago White Sox play the Texas Rangers.

### TIME MAGAZINE CITES OFFICER

An Oregon Teamster officer is one of 200 persons cited by Time magazine recently as one of America's young leaders aged 45 years or younger.

Receiving the accolade was L. B. Day, secretary-treasurer of Teamster Local 670 in Salem, Ore. The 42-year-old Day was the only labor official named in the 200-member group by the weekly magazine.

Time noted that after Day received a college degree in 1958, he stayed on in Oregon as a cannery worker and member of a Teamsters Union. He later entered politics, served three terms in the state legislature, and then was named director of Oregon's Department of Environmental Quality in 1971. In the latter job, Day, says Time, "cleaned up the Willamette River by cowing the mighty Boise Cascade Corp. into shutting its Salem plant and seemed destined for political heights. But in 1973, he resigned and returned to his 'first love' as secretary-treasurer of the Teamster local."

### CANADIAN OFFICER STRICKEN FATALLY

Blair Whitelock, an organizer for the Western Conference of Teamsters assigned to Western Canada, was fatally stricken during freight-hauling negotiations recently in Edmonton, Alberta.

The 54-year-old Whitelock had been president of Teamster Local 31 in Vancouver, B.C., for 17 years before joining the WCT.

### ARCHIE NEAL DIES AFTER BRIEF ILLNESS

Archie Neal, a pioneer Teamster leader in Southern California, died recently at the age of 64 following a brief illness.

Neal began work as a Teamster organizer for the Western Warehouse and Produce Council in the early 1940's. He became a business agent for Teamster Local 942 in Los Angeles and in the mid-1950's moved to Teamster Local 630 where he became secretary-treasurer in 1963.

### VOLUNTEER FIREMAN HONORED BY PALS

Raymond F. Hoerger, a member of Teamster Local 478 in Union, N.J. for 25 years is employed by Union Trucking Co., of Kenilworth, N.J. He also is captain of the South Old Bridge Volunteer Fire Co. and received a citation from his fellow volunteers for rescuing an unconscious woman from a burning building at the disregard of his own safety.

### GENERAL ORGANIZER HAS FAMILY 'UNION'

Albert O. Dietrich, International Union general organizer headquartered in Pittsburgh, Pa., and his wife recently celebrated their 50th wedding anniversary.

The Dietrichs have eight sons and one daughter. Six of the sons belong to Teamster local unions in Pittsburgh and Washington, D.C. One of the sons, Robert, is a representative for the Eastern Conference of Teamsters.

### TV SET DONATED BY LOCAL 970

Teamster Local 970 of Minneapolis, Minn., donated a television set to be given as first prize in a contest conducted at the Opportunity Training Center.

Hank Heldt won the contest of which the purpose was to motivate people to strive for better work goals. Heldt displayed the greatest gain in production, work attitude, attendance, punctuality and several other points over a given period of time.

# OBSERVATIONS OF THE GENERAL PRESIDENT

THE SORES of inflation are open and bleeding on the shoulders of American workers. A popular bumper sticker proclaims that streakers tan more evenly. But inflation has inflicted a serious sunburn on the nation's poor, elderly, and the working class.

Only the rich seem to tan evenly, streaking away with the fruits of our economic system. A case in point is the recent announcement by the Treasury Department that its notes bearing a high rate of return would only be issued in $10,000 denominations. This shut out the working man fortunate enough to have a few bucks which he had successfully hidden from inflation.

That high rate of return on an investment was cruelly made available only to the rich, and the return will be paid from the tax dollars of the working class.

Because inflation threatens to seriously shake the very foundation of our economic system if our leaders do not abandon their economic-nothingism, we have devoted considerable space in this issue of *The International Teamster* to the excessive profits being accumulated by the nation's industrial giants at the expense of every American consumer.

Inflation is so bad in this country that even that bodyguard of the rich, Federal Reserve Board Chairman Arthur Burns says:

"For the typical American worker, the increase in weekly earnings during the past year, while sizeable in dollars, has been wiped out by inflation. In fact, the real weekly take home pay of the average worker is now below what it was a year ago."

Every housewife in the country could have told the nation that, and has, in fact, been saying it for a long time.

She knows it because everything she buys has doubled or tripled in price. And, although only a lay economist, she knows that those inflated prices are what make up excessive profits.

Time is fast running out on this nation in its battle to save our economy. We immediately need to restore a balance between purchasing power and prices in the marketplace.

Jawboning won't get the job done. Rhetoric at economic summit conferences won't get the job done.

The only thing that will accomplish that balance is for the Congress to pass and the President to administer legislation rolling back prices and profits where they have been exorbitant.

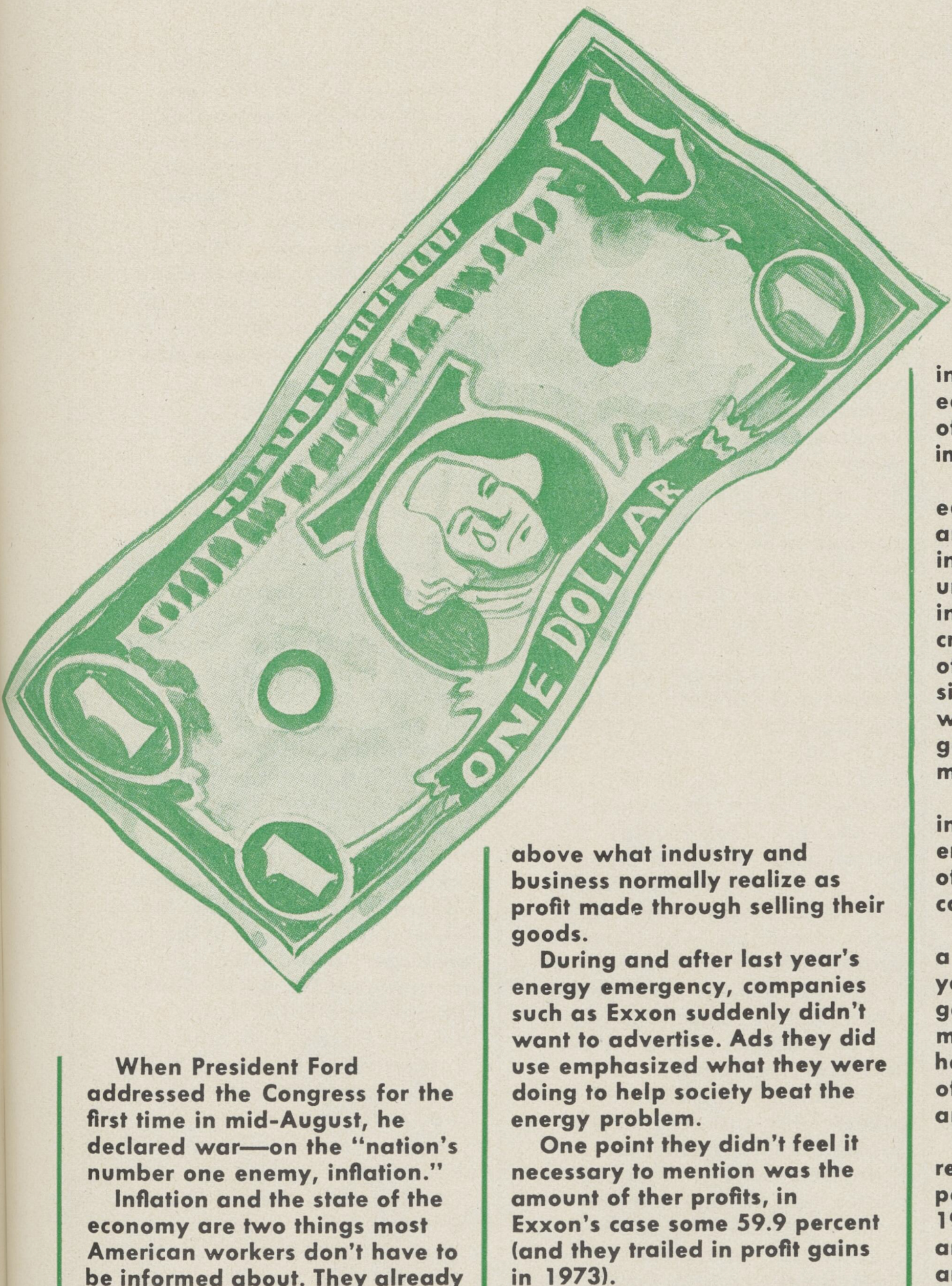
And, this time the blame can be squarely fixed because even labor's economic opposites are admitting that the cost of labor is not the cause of today's inflation.

And, we in labor sincerely hope that the next time the government has a financial bonanza to pass out, it gives the man on the street a chance to tan as evenly as the rich.

Frank E. Fitzsimmons

# EXCESSIVE PROFITS

## and you



When President Ford addressed the Congress for the first time in mid-August, he declared war—on the "nation's number one enemy, inflation."

Inflation and the state of the economy are two things most American workers don't have to be informed about. They already know . . . from experience in the stores, paying bills, and through their pay checks.

But there is an area of the economy that isn't easy to find out about. The economists don't emphasize it; businessmen underestimate it; companies don't advertise it. That problem is *excessive profits*, amounts gained by companies high above what industry and business normally realize as profit made through selling their goods.

During and after last year's energy emergency, companies such as Exxon suddenly didn't want to advertise. Ads they did use emphasized what they were doing to help society beat the energy problem.

One point they didn't feel it necessary to mention was the amount of ther profits, in Exxon's case some 59.9 percent (and they trailed in profit gains in 1973).

But profits, especially exorbitant or excessive profits, do play an important role in our economic structure. Companies bent on maintaining or increasing their profit levels, even at the consumer's expense, can have an enormous impact on every segment of our society.

For this reason, examining corporate profits can lend added insight into our picture of the economy. It changes our image of the worker and his wages' impact on the inflationary spiral.

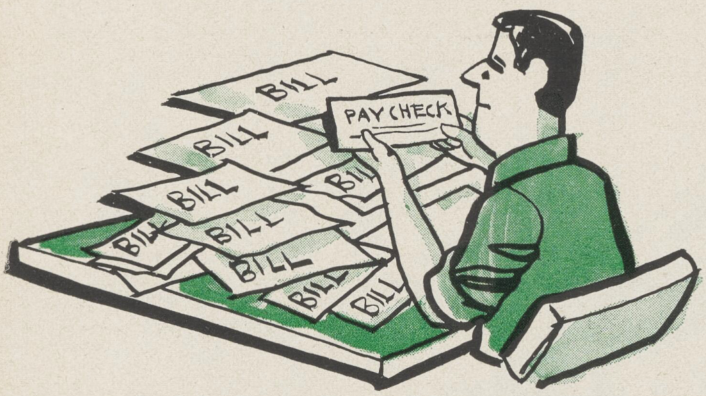
This year, the nation's economy has taken repeated and severe buffeting from high interest rates, growing unemployment, rampant inflation and a serious energy crisis. Despite this, one segment of the economic force enjoyed a singular reprieve from the woes which burdened not only the government, but every working man and woman.

The nation's 500 largest industries, far from suffering, enjoyed mammoth profits, amid otherwise dreary economic conditions.

In 1973, these companies as a group showed the sharpest year-to-year combined sales gain ever, according to *Fortune* magazine, which for 20 years has annually produced listings of the nation's top businesses and their economic status.

*Fortune*'s May, 1974 study revealed that a record 19.6 percent gain in sales occurred in 1973. Combined profits rose by an unbelievable 39 percent, another record high in the list's history. All but 10 of the companies listed registered sales gains, with about 300 companies registering increases of 15 percent or more.

Sales gains were broadly based. No industry group had a median decrease in sales, for the first time since 1969. Mining, and even aircraft sales, reaped large sales increases. The



petroleum-refining group, of course, profited by incredible new sales, thanks in large part to the Arab oil embargo.

But the profit picture was the focal point of interest in 1973. Not surprisingly, the petroleum-refining industries did much to bolster the overall profit figures.

By the end of the year, mining and petroleum-refining industries had emerged as the big winners on the national industrial scene, profitwise. Glancing at the statistics clearly explains why.

When our foreign energy supplies were shut off last year, as every Teamster is painfully aware, energy at home became a prized commodity. Nevertheless, the energy producers, the petroleum refiners, managed to amass record gains, amid the crisis.

These companies experienced a median profit increase of 53.3 percent, because of the embargo situation. Commonwealth Oil Refining, according to *Fortune*, saw the biggest benefits, with profits of *1,073.3 percent!* Gulf Oil followed with a 306.1 percent gain. Exxon trailed with gains of only 59.5 percent.

Of course, these industries were able to cut some corners. Four of the top 10 companies, all oil refiners, were able to cut their budgets by reducing their payroll. Gulf dropped over 10 percent of its employees, some 5,900 workers; Exxon got rid of 4,000; Texaco cut 1,600; and Mobil reduced its work force by 1,500. These reductions were made by cutbacks in marketing operations. The oil companies didn't have to do as much "selling" during the shortage, when any gasoline available was at a premium.

The list of the top 50 U.S. companies in 1973—ranked by sales—reads like a Who's Who of the refining industry: companies like Exxon (#2 on the list); Texaco (#6); Mobil Oil (#7; Gulf Oil (#10); Standard Oil of Calif (#11); Standard Oil of Ind. (#15); Shell Oil (#18); Continental Oil (#21); Atlantic Richfield (#26); Tenneco (#29); Occidental Petroleum (#36); Phillips Petroleum (#40); and Union Oil of Calif. (#49). Included in the top 100 U.S. companies are other oil refiners, who harvested profits during the energy crisis.

But the petroleum refineries and mining corporations weren't the only groups who profited last year. Companies with multinational interests and investments garnered record profits for themselves, too.

In fact, many of them did better than smaller companies who were limited to national markets for their trade. Companies like IBM, Ford Motor Co., Chrysler, B. F. Goodrich, Sperry Rand, Reynolds Metals, Kaiser Aluminum, and DuPont are designed not only to function efficiently abroad, but to do so profitably and easily across international boundaries.

Granted, these manufacturers have some problems with the countries in which they locate, but probably few enough to bear in exchange for the profits they are making. That these profits come at the expense of American workers who buy the goods produced abroad and sold at home for increasingly higher prices, isn't their problem.

For multinationals, and especially U.S. companies, growth possibilities appear more abundant abroad. Foreign sales can be more profitable, and the tax structure beneficial. B. F. Goodrich Co., for example, does approximately 28% of its business with foreign customers. Of its $1.7-billion in sales, 33 percent of the profits come from these accounts. The very size of internationally-located companies gives them advantages other companies lack. In areas from buying capability, to recognition of their trade name, to clout when problems appear, these companies have the advantage.

In a compilation published in the August, '74 issue of *Fortune*, the top 50 industrial companies in the *world* were listed. Of the top 50, 24 are based in the U.S. Ten of the top 12 are American.

Coincidentally, many of these are multinational companies—that is, American-based parent organizations with foreign subsidiaries. General Motors, Exxon, Ford Motor Co., Chrysler, General Electric, Texaco, Mobil Oil, and IBM all rank in the top ten largest worldwide. International Tel. & Tel., Gulf Oil, Standard Oil of Calif., Western Electric, U.S. Steel, Westinghouse Electric, R.C.A., E. I. du Pont de Nemours, Goodyear, International Harvester and Bethlehem Steel all made the top 50.

All together, the U.S.-based companies cited in the listing represented 60 percent of the total sales, 56 percent of the assets, and 53 percent of the employees of this group worldwide, said *Fortune*'s statisticians.

But their profits are the interest part. *These 24 U.S. companies account for 71 percent of the total net income of the top 50 companies.*

These statistics are not meant to imply that some American businesses did not suffer in the last year. Certainly many of those with totally national interests and holdings did suffer during 1973 and 1974.

But large companies, who often are the beneficiaries of friendly tax laws and are able to stand some financial losses, were the real gainers.

These are the companies which prospered during the time when America's workers saw less and less in their checks because of the combined effects of inflation, wage-price controls, and rapidly rising prices.

In addition to the large companies, whose pressures were exerted on the economy, consumers saw profit gains by manufacturers dealing with food supplies.

As any consumer knows, the price of food skyrocketed during 1973 and is continuing to do so this year. Beatrice Foods, General Foods, Borden, Ralston Purina, Consolidated Foods, American Brands, General Mills, and Campbell Soup didn't suffer as prices rose.

SUPERMARKET
$53.98

**Arthur F. Burns,** chairman, Federal Reserve Board: "For the typical American worker, the increase in weekly earnings during the past year, while sizeable in dollars, has been wiped out by inflation. In fact, the real weekly take-home pay of the average worker is now below what it was a year ago."

Most of these companies were allowed to pass the cost increases they incurred on to the consumer. When prices decreased, however, in the beginning of 1974, as reflected in U.S. price indexes, these *savings* weren't passed on. So the companies benefited both ways.

Much was said by economists early in 1974 about whether these profits, after taxes and inventory holdings and inflationary rates, did really occur.

Obviously, in some sectors of the economy, they did. Despite the petroleum-refining industries' explanations that money made during and after the energy crisis wasn't unusual or exorbitant, some of that money *did* manifest itself as profits *for someone*.

For too long, there has been an endless cycle of "buck-passing" concerning profit and price increases. Someone is making money, as evidenced by consumers' increasing costs and the profit-loss statements of major companies. If it isn't labor, or industry, or stockholders, then who is reaping the benefits?

The effects of rising inflation, excessive profits, and inflated costs are apparent to consumers. Teamsters, perhaps, are more aware of the problem than others, since their jobs were seriously affected by the energy shortage which provided so much profit to industry last year.

They faced rising prices in the markets, at the department stores, and from their utility bills, like all other consumers.

At the grocery stores, the question must again be posed: where are the profits going? Everyone denies making them. But since, according to the U.S. Agriculture Department, the farmer is getting less money for his crops, and workers' wages in 1973 and 1974 were under controls, someone must be gaining.

As far as government surveys can ascertain, the middleman (and that includes processors, wholesalers, and grocers) are garnering a large share of the consumer's food dollar.

Stores are passing on costs they incur in bringing goods to market. They also try to recover cost increases, other than those for raw farm products . . . in order to protect their profits!

Any consumer who has walked into a store and seen three price labels on one can of food has seen evidence of this. These products were bought and paid for when they were put into inventory. Their value mysteriously increases, it seems, as they sit in the warehouse or on the shelf. Grocery chains, the primary offender, deny that this has become a common practice.

Nevertheless, most shoppers can see that it *does* happen.

According to George W. Koch, president of the Grocery Manufacturers of America, which represents companies such as General Mills, they "are just passing on the huge increases in raw materials and energy to consumers that we can't absorb internally." Unfortunately, Agriculture Department statistics refute that opinion. According to the data,

the middleman is indeed gathering profits.

As a matter of fact, when the August Wholesale Price Index was released, the Government reported that the Index had climbed 3.5 percent over the July level. After adjustments for seasonal variations were made, it still was the second highest monthly jump in nearly 28 years. After prices on all commodities, including industrials such as metals were included, the increase came to 3.9 percent, the highest one month increase since August, 1973 when the increase was 6.2 percent. The last time there was such a high jump occurred in November, 1946.

Among the industrial commodities reflected in this large price level rise, prices of metals, chemicals, machinery, and pulp and paper accounted for about 80 percent of the increase.

The August index for fuels and related petroleum products was 67.2 percent higher than a year ago. The price of refined petroleum gained only 1.9 percent from July, but was 87.2 percent higher than one year ago.

In the food category, there were some seasonal price declines on products such as milk and chicken, but generally processed foods reported higher prices.

The importance of the Wholesale Price Index figures is that normally the Consumer Price Index, which gauges average changes in prices of goods and services usually bought by urban wage earners, quickly reflects increases in the Wholesale Index. Thus, the August Wholesale figures foretell of still higher prices for the consumer in months to come.

Rises in the Consumer Price Index reflect increases in a wide range of consumer purchases—from cars to medical services to mortgage interest costs to household durables and to fresh fruits and meats. So, increases affecting these costs will undoubtedly affect most Americans in some way.

The picture is fairly clear. The country is fully in the throes of an economic situation which seriously hinders its financial stability. When President Ford took office in August, 1974, his first message before Congress stated his prime objective—to curb inflation.

On Capitol Hill, he announced that he planned a series of meetings with economic advisers and representatives from business, labor, and agriculture to try to find solutions to this problem. He also announced plans to hold a "domestic summit meeting" on the subject in late September. He expressed the desire to frame a bipartisan policy on inflation. He also asked for a revival of the Cost of Living Council to monitor price changes. This was conceded him by a Congress endeavoring to turn the economy toward a more stable future.

One of the first leaders he met with after becoming President was Frank Fitzsimmons, President of the Teamsters' International Union. At this meeting, he sought to find out where the Teamsters stood on this important issue. President Fitzsimmons gave the President some concise advice. He urged him to reimpose controls on the economy, especially on the high profits enjoyed by big business.

"If a balance is not established between purchasing power and prices in the market place," Fitzsimmons stated, "a depression will be the consequence."

WHO ME?
INDUSTRY
$

Fitzsimmons noted that under the last series of controls, workers' wages did not contribute to inflation. They generally were held within the 5.5 percent guidelines, while prices and profits spiraled upward. Therefore, controls should first be imposed on those prices and profits which have risen so obviously in the past year. "Then and then only should controls on wages be considered," the Teamsters head said.

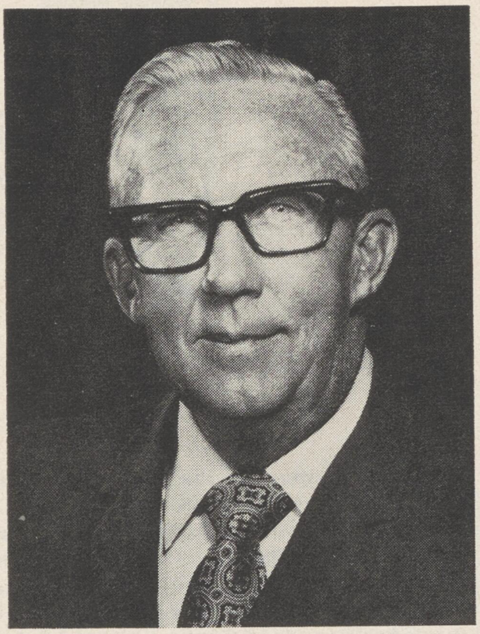
He also pointed out that the purchasing power of the elderly, those on pensions, and the poor will be greatly threatened by any "war on inflation."

Simply reestablishing the Cost of Living Council won't remedy the inflationary spiral the country is caught in, he said. "Six months from now, if inflation hasn't ebbed considerably, a contingency plan of economic controls should be ready. At that time, all business financial transactions should be frozen in place for at least 30 days. At the end of 30 days," he suggested, "the Cost of Living Council must have the authority to roll back prices where profits have been exorbitant."

The best economic minds of the nation have been examining the problems of the national economy for more than a year. Obviously, opinions vary, and even the experts can't agree on what has caused this situation or how to remedy it best.

But some of these so-called experts have maintained that workers' wages are a primary

**Teamster General President Frank E. Fitzsimmons:** "If a balance is not established between purchasing power and prices in the market place, a depression will be the consequence."



**Teamster General Secretary-Treasurer Murray W. Miller:** "We believe a series of price rollbacks are necessary where profits and prices have been exorbitant. How else can we return to a point where a consumer can expect a dollar's worth of value for the expenditure of that amount of his wages."

precipitating factor in this situation.

This has been shown to be untrue.

As Arthur F. Burns, Chairman of the Federal Reserve Board, said in June, 1974: "For the typical American worker, the increase in weekly earnings during the past year, while sizeable in dollars, has been wiped out by inflation. In fact, the real weekly take-home pay of the average worker is now below what it was a year ago."

The working men and women in our country know what they are faced with—higher costs and salaries ravaged by inflation.

The country, according to the experts, is on the brink of a recession. Workers know they aren't to blame. Profits might be.

Solutions must be found to the problems at hand. A meeting of the minds is one valid approach. But other remedies must be implemented, too.

It is now time to stop blaming one sector of the economy—the American worker—for the ills of the nation. Profits, after all, are a formidable factor. Any plan to restore economic balance must take into account the exorbitant profit rates seen in industry in the last year.

Solution can be found. Program proposals to do this have already been suggested: government spending cuts; moderate monetary restraints, tax reform to aid lower income individuals and give them relief from inflationary rates which seriously diminish their spending ability; tightening up of tax privileges for large corporations; international action to reduce oil prices, which can include a roll-back of the inflated rates still being charged at home; a drive to conserve energy; a standby government employment program; and an end to the export of scarce American commodities, such as grain, are all steps which could be involved in an effective plan to stabilize the economy.

But after more than a year of Wage-Price Controls, American workers cannot accept programs which will deprive them while allowing these immense profits to continue. Wage controls have been seen to be an inequitable and unworkable method of stabilization. Neither the Teamsters' International, nor the American worker, could consent to it.

# Position Paper of the International Brotherhood of Teamsters on Fighting Inflation

*(EDITOR'S NOTE: Following below is a position paper of the International Brotherhood of Teamsters on fighting inflation. This paper was presented to President Ford, September 11, 1974, at a labor summit on the economy at the White House by Teamster General Secretary-Treasurer Murray W. Miller on behalf of the union.)*

Mr. President: I sincerely want to thank you for this opportunity to express views on the nation's economy on behalf of the more than two million members of the International Brotherhood of Teamsters.

Approximately, with a national population of 200 million and 2 million members of our union, one out of every 100 citizens of this nation belongs to our organization, and each is a consumer hard hit by inflation.

From that posture, we consider high interest rates a prime cause of inflation—rather than a solution. I think I would not be too far wrong to describe money as a commodity which is bought and sold. Also, it is a commodity which is necessary to the well-being of persons in all walks of like. All of them must buy it, and when the price of money is high, it increases the cost of living, and increases in the cost of living are inflationary.

So, we believe that a first positive step in fighting inflation would be for the government to immediately relax its tight money policy. Not only would it have an anti-inflationary effect, but it would stimulate industries such as housing, and would have an anti-recessionary effect. It would provide jobs at meaningful work, rather than proposed alternatives for the government to step in when unemployment reaches certain levels with hand-out jobs which can only be demeaning.

There is another area in which we believe the government should act to gather inflation data and formulate policy. That is the area of multi-national companies. We know that these companies have no loyalty to any one nation. Rather, they trade the economies of one nation against the other for profit.

We suggest that the appropriate agencies of the Executive Branch and the appropriate committees in the Congress summon world experts on multi-national companies and conglomerates and take their testimony on the effects these financial giants have on inflation. And, we suggest that since inflation is a world-wide problem, the effect of these world-wide companies should be thoroughly investigated, and if the facts are there, legislation should be passed in appropriate measures.

There is another area of consideration which we in the Teamsters believe to be very important to any fight against inflation. We see something amiss when old economic theories, predicated upon a free enterprise system, are applied in a market place dominated by monopoly and oligarchy.

In this regard, we believe it extremely important that fair competition be reestablished in the market place, so that price is established there, as all economic theory assumes.

Anti-trust laws must be vigorously enforced. Combines in restraint of trade must be broken up and price fixing must be wiped out, if those theories are to work.

We are not encouraged that simply monitoring the economy will have much effect on inflation. We believe that more is needed. I need not labor this response with statistics on excessive profits, which are available in volume for the asking. Therefore, we believe that a series of price rollbacks are necessary where profits and prices have been exorbitant. How else can we reestablish a balance between purchasing power and prices in the market place? How else can we return to a point where a consumer can expect a dollar's worth of value for the expenditure of that amount of his wages?

Failing a return to that economic reality, we see the danger of crippling depression. Most of us here are old enough to recall the depression of the 1930's and know that the human miseries of that sad period in our nation's history must be avoided at all cost.

And, at this point, I must hasten to add that we in the Teamsters can never agree to controls on wages or restraint in negotiations for new labor agreements, until that time when the balance between purchasing power and prices is reestablished. To do less would be to forfeit the standard of living of all working people. If we succumb to the premise that the ordinary citizen cannot enjoy prosperity in this nation without runaway inflation, then we are in a whole new ball game, and these discussions are enjoyable but useless. I happen to believe that through wise management of our affairs, we can maintain our present standard of living and bring inflation under control.

Properly so, much has been made of cutting government spending to combat inflation. Certainly, there is fat in the federal budget which can be cut. But we do not believe budget cuts should sacrifice programs designed to help the poor and the elderly. Theirs is a fixed income, one which they planned during their productive years through wise management of their affairs. It would be cruel irony to cut programs which supplement those fixed incomes of pensioners and those living on social security.

Much is made of increased productivity as a means of fighting inflation. But in too many instances we find corporations which have found it more profitable to produce at 65, 70 or 75 per cent of capacity than at full productivity. If shortages exist because of that kind of managed productivity, we in the Teamsters believe it should be a matter of government concerns, and tax incentives and depreciation allowances should be a reward for full productivity, and not for productivity contrived to extract the greatest amount of profit.

I would in all candor highly criticize those in government who suggest that the consumer buy less to combat inflation. Consumers cannot overcome their habit of eating, their habit of living under a roof, their habit of needing transportation to and from their jobs. Such statements by high government officials only confuse the issue, much as government officials who keep predicting price increases, and are immediately made good prophets by companies which obligingly charge more for what they produce.

In conclusion, we in the Teamsters desperately believe that this nation should set a negative goal, that is a level of inflation which we will not tolerate. Perhaps a negative goal coupled with a time frame is more appropriate. If we are willing to admit to failures, then we should not hesitate to recognize them as they occur. And, we believe that the negative goal has already been reached if our economic well-being is to be preserved.

## In Minnesota

# Fitzsimmons Given Plaque By Teamster Joint Council

General President Frank E. Fitzsimmons receives an honorary plaque from Jack J. Jorgensen, president of Teamster Joint Council 32, for his contributions to the cause of working people and Teamsters in particular. Fitzsimmons addressed the joint council's quarterly conference.

TEAMSTER General President Frank E. Fitzsimmons received a plaque from Teamster Joint Council 32 of Minnesota recently where he addressed the council's quarterly conference.

Jack J. Jorgensen, president of the joint council, presented the honor to the General President "for his unselfish contributions to the cause of working people in general and his devotion to Teamster members."

Jorgensen added that Fitzsimmons has added a new dimension to the labor movement and deserves a majority of the credit for the International Brotherhood of Teamsters being the strong, vibrant organization it is today.

In an address to the Minnesota delegates, Fitzsimmons predicted the country will see more restrictive labor legislation in the future than ever experienced in the past.

He added that this would happen in spite of the fact that restrictive legislation in past decades has retarded the efforts of the American labor movement for many years.

Referring specifically to the Taft-Hartley law and the Landrum-Griffin Act, he commented: "I don't like to take the position of saying we've learned to live with them, however, we've had to live with them."

Fitzsimmons termed the greatest threat to the nation today as "the inflationary position we're in right now."

He said, "If it is left unattended, we will eventually end up in a depression such as we had in the 1930's."

## Spendable Earnings Decline

**A high government official said recently that real spendable earnings of American workers declined 4.9 per cent between June, 1973, and June, 1974.**

**The statement was made by Julius Shiskin, commissioner of labor statistics, who used the statistic to show that, while take-home pay was increasing lately, earnings still had not kept pace with inflation during the past year.**

**Shiskin said flatly: "The rapid price inflation that has taken place during the past 18 months or so, especially in prices of commodities and services, has not been matched by compensation (pay) to workers."**

**Describing many of the government's statistical methods of measuring what he called "return to the worker," Shiskin said most were deficient. He added:**

**"The Bureau of Labor Statistics now has under way the development of a General Wage Index. It will represent not only a significant improvement over other measures but also an important new indicator."**

## ● Recognition

Teamster Local 966 of New York City won recognition recently as representative for 10 drivers employed by Broadway Photo Service, a photo processing firm in Nutley, N.J., according to Dan Kapilow, president of the local union.

## ● Labor Aid

Policies and programs are developed by the Department of Labor's Women's Bureau to promote the welfare of more than 33 million women working in the United States.

**In California**

# State Probe Requested In Farm Worker Death

THE WESTERN Conference of Teamsters, in the wake of a death at a farm labor camp, has asked the California attorney general to conduct a through investigation of fire bombings and violence in the state's agriculture labor controversy.

M. E. Anderson, director of the WCT, also urged Cesar Chavez, head of the United Farm Workers of America, to join in the request for such a probe.

The Teamster leader's action came following announcement by Tulare County fire investigators that arson was the cause of a fire which resulted in the death of 69-year-old Pathe Bernal of Earlimart, Calif.

The blaze occurred at a labor barracks on a Tenneco Farming Co., vineyard in Ducor, Calif., located about 10 miles from Delano. The Tenneco farm workers are covered by a Teamster contract.

"Teamsters abhor the continuance of violence in California's agriculture controversy," said Anderson in his telegram to the attorney general. "We have repeatedly called attention to such violence, warning of possible tragic consequences."

Anderson continued:

"Now that a human life has been taken, I have asked, by telegram, Cesar Chavez to join me in requesting a thorough investigation and to urge the termination of violent actions on the part of all concerned.

"Even without his acquiescence in this request, I respectfully ask that your office proceed immediately to investigate not only the series of fire bombings but acts of violence of every description, while doing whatever is in your power to bring about their cessation forthwith."

Teamster General President Frank E. Fitzsimmons months ago publicly requested there be no violent behavior by Teamster officials and has insisted that organizing and contract negotiations be conducted in a peaceful manner.

Early last August, other Teamster officials involved in the controversy urged that a probe by an appropriate state agency be conducted of fire bombings and violence in general—but nothing came of the requests.

"It has finally happened," Anderson emphasized, "and it is no longer arson. It is homicide."

He focused attention on a state law which holds that a death occuring during and because of a felonious act is considered homicide. Anderson continued:

"We continually hear about the UFWA credo of non-violence, and yet we read that eight UFWA members were indicted last month in Fresno for three fire bombings of melon growers' facilities.

"We read about Mr. Chavez' fast and his hospitilization in the name of non-violence, but we also note that three UFWA members are arrested for the burning of labor buses. It makes one wonder if Mr. Chavez is aware of the activities of his supporters."

Anderson added that if Chavez is as sincere as he professes to be about non-violence, that the UFWA president will not permit the jurisdictional struggle with the Teamsters to prevent him from joining in a unified call for non-violence and for a state investigation.

Anderson concluded: "All the farm labor contracts in the state of California are not worth the life of a single farm worker. Teamsters are determined to see that everything possible is done to safegard individual lives and the property of those involved in agriculture."

# STATE OF THE UNION

**Teamster Case**

## $40,000 Arbitration Award Won at Branch Motor Express

TEAMSTER Local 391 of Greensboro, N.C., recently won an arbitration award expected to exceed $40,000 for four road driver members "fired from the hip" by Branch Motor Express.

The company discharged the four men during the initial independent truckers' strike last December because they would not leave a truck stop until daylight when traveling was safer.

Branch Motor took the position that Jim Marhall, Roy Reid, Jimmy Smith and I. A. Turner had to leave during the night—even though there had been reports of violence on the highway—and discharged them for refusing.

J. W. Lauck, Local 391 business representative, said the local took the case to arbitration as provided for in the contract. All four drivers were reinstated by the arbitrator with full backpay expected to exceed $40,000 when finally tabulated.

In view of the seriousness of the situation at the time of the independent truck drivers' strike—when tempers were high and drivers not cooperating with the independents were suffering personal injury or their rigs were being damaged—it is worth noting a portion of the arbitrator's 53-page decision.

Arbitrator Fred Witney remarked on the fact that the company did not permit an opportunity for rational discussion of the dispute between the grievants and the Branch Motor official. Instead, "it was simply a case of 'either you go now, or you don't have a job.' "

Witney continued:

"It was not a case where the company said, 'Come, let's reason this thing out together. Let us see if your fears are justified.' "

Witney asked:

"Would not this approach have been more conducive to a rational and intelligent solution to the problem? Indeed, if management had taken this kind of approach, it is entirely possible that this entire ugly problem would not have arisen. Instead, the company 'fired from the hip,' not permitting or encouraging a solution on a rational basis."

### Triscaro Dies Of Stroke In Cleveland

**N. Louis Triscaro, affectionately known as "Babe" throughout the Teamsters Union, suffered a stroke and died in Cleveland, O., at the age of 63 last month.**

**At the time of his death, Triscaro was vice president of Teamster Joint Council 41 and of the Ohio Conference of Teamsters. He also was chairman of the Central States Heavy Construction Division and was president of Teamster Local 436 in Cleveland.**

**Triscaro became a Teamster after he retired from the professional boxing ring in 1935. For several years he had been a world-ranked flyweight contender for the championship but the champs avoided him. His survivors included his wife, Sarah, and two daughters—Mrs. Sam Busacca and Mrs. Victoria Furness, and five grandchildren.**

### ECT Staffer Appointed To Panel

Michael Markowitz, research analyst for the Eastern Conference of Teamsters, was one of four labor representatives named recently to a 15-member Standards Advisory Committee on Hazardous Materials labeling.

The committee will develop and recommend to the Occupational Safety and Health Administration standards for describing and ranking hazards of industrial materials. It also will recommend required warnings and safe handling procedures to protect workers from toxic substances.

The committee includes four representatives from labor, four from management, four from government, one representative of state governments, and two from the general public.

**New Headquarters**

TEAMSTERS
LOCAL UNION
301

**Shown during open house at the newly purchased headquarters of Teamster Local 301 in Waukegan, Ill., are (left to right): Howard A. Floyd and Robert Barnes, president and secretary-treasurer respectively of the local union, and Louis F. Peick, International Union trustee and president of Teamster Joint Council 25 in Chicago, Ill.**

### $18,000 Backpay Gained by Carolina Local

Teamster Local 391 of Greensboro, N.C., reached a settlement recently with Bulk Haulers, Inc., of Wilmington, N.C., to win $18,000 backpay for eight drivers.

J. W. Lauck, Local 391 business representative, said the terms of the agreement reached with approval of National Labor Relations Board also provided reinstatement for the eight Teamsters although only four chose to go back to their jobs.

The awards followed a filing of charges by Local 391 that Bulk Haulers had violated employees' rights by discharging the eight for union activities during a union organizing campaign at the company.

The NLRB, meanwhile, overturned a March 1974, election held at the company in which the union lost, and ordered a new ballot.

### ● In Louisiana

Warehousemen and drivers employed by City Glass & Mirror Co., in New Orleans, La., voted unanimously for representation by Teamster Local 270 in a recent National Labor Relations Board election, according to E. J. Munster, organizer.

## Off-Track Unit Goes Teamster In New York

Teamster Local 803 of New York City recently won an election for 400 employees of the New York City Off-Track Betting Corp., defeating two other organizations on the ballot.

William Hagner, Local 803 president, said more than 80 per cent of the eligible voters cast ballots, giving the Teamsters a majority of 157 votes. Another union received 134 ballots and a third got 5 votes. There was one no-union ballot.

Local 803 was immediately certified as the bargaining representative for all branch office managers of the Off-Track Betting Corp.

Hagner said that the bargaining unit is expected to grow to 700 members by the end of this year.

## Two Ballots Won by Local In California

Nearly 150 new members were gained by Teamster Local 495 of Los Angeles, Calif., in two ballots conducted recently by the National Labor Relations Board.

Karl H. Ullman, Local 495 secretary-treasurer, said the wins were scored at Hadco Engineering and Royal Industries, both located in Los Angeles.

A strong majority of Hadco's 75 production and maintenance workers, warehousemen, drivers, and shipping and receiving clerks favored the union by 34 to 23.

Royal's election was even more emphatic. With 70 production and maintenance workers, shipping and receiving clerks eligible to vote at the signal manufacturing firm, the ballot count was 43 to 19.

### ● Overwhelming

Employees of Modular Technology Co., in Lubbock, Tex., overwhelmingly voted for representation by Teamster Local 577 of Amarillo, Tex., in a recent election conducted by the National Labor Relations Board.

Charlie Thompson, president of Local 577, said 32 welders, drill press operators, forklift drivers and laborers were eligible to vote. The tally was 25 to 3 in favor of the union. The company manufactures and distributes metal containers.

### The Underminers

## Anti-Union Contractors Use Inflation as Club

THE Associated Builders and Contractors, better known for its anti-union stance, is wielding the crisis of inflation as a club to zero in on unions so as to undermine wages and working conditions in the industry.

Michael G. Callas, president of the ABC, recently concocted an 11-point guideline under the guise of combating inflation although it is really aimed at making construction an open shop industry.

ABC is so pre-occupied with cutting down unions and union working conditions that in all the 11 points there is only a passing reference to tight money and high interest rates which practically all economists agree has been the prime factor in the slowdown of construction.

Under the heading of "Job Site Productivity," ABC comes up with the old charge of featherbedding and urges the removal of "impractical craft lines."

The Davis-Bacon Act, which provides for the payment of prevailing wages in the area for government-financed construction, ABC says, "should be suspended at once and eventually repealed to permit flexible wage rates . . . ."

In addition, ABC asks that the "eight-hour overtime law be eliminated." In other words, the open shop group would deny workers overtime after eight hours of work.

ABC's distaste for collective bargaining—so fundamentally accepted elsewhere—is apparent in the Callas statement. He charges that it is "the decades-old habit of poor and untimely scheduling of work that actually creates unemployment. Allied to this correctible fault is collective bargaining with concomitant strikes at the beginning of the ideal season for outdoor or exposed construction."

In another area, ABC wants to change the basic system of manpower training in construction which, it says, is "based upon antiquated craft and trade concepts." It would break down "craft skills to simpler, meaningful modules and into training periods of shorter duration."

ABC has, in addition, an array of proposed legislative steps seeking to "eliminate" what it calls the "special privileges" of construction unions. It would weaken the union shop provisions, subject unions to "hot cargo" laws, and hit what it calls "restrictive practices" at the job site.

### Shades of Past

## Canadian Contractors Reviving Construction Workers 'Blacklist'

HOUSING contractors in the Canadian Province of Quebec are reviving the worker "blacklist" of bygone eras, prompting organized labor to complain to the government.

Contractors in Quebec recently received a bulletin from the Provincial Home Builders Association (PHBA) urging them to list the construction workers they have fired, list the social security numbers of the men, and give the reason for the discharge.

The PHBA informed its members that the tabulated list of names would be distributed to regional secretaries of the association on a monthly basis.

Omer Rousseau, general manager of the PHBA, said by way of explanation: "We're asking our members to tell us if a worker who has been fired is a troublemaker, if he drinks, comes in late, or if he spreads discontent among other employees."

Construction union leaders in Quebec immediately appealed to the Quebec government to force the contractor association to abolish what it called "a blacklist of undesirable workers."

# STATE OF THE UNION

## True-False Out

# New Examination to Replace Commercial Driver Test

The current commercial driver written examination required by federal motor carrier safety regulations will be replaced with a new test form beginning October 1st.

The Federal Highway Administration said the new exam, devised by the Bureau of Motor Carrier Safety, will consist of 66 multiple-choice questions, including nine questions dealing with the transportation of hazardous materials. Only 55 of the questions will have to be answered by drivers who do not transport hazardous materials.

### Present System

Under the prevailing form of examination, 99 true-or-false questions are presented the driver who must select and answer 30 of them.

Federal regulations require that the examination be given each driver before he is employed to operate a commercial motor vehicle in interstate and foreign commerce.

Robert A. Kaye, director of the BMCS, commented:

"The new written examination will be given primarily as an education device, with no mandatory passing grade, to assure that potential driver candidates have a working knowledge of regulations essential to their own safety, the public safety, and the protection of valuable property and equipment prior to their being released as drivers on the nation's highways."

### Exam Validated

Kaye noted that the new exam has been validated under guidelines established by the Equal Employment Opportunity Commission.

While the new driver test does not become mandatory until October 1st, its immediate use was authorized by the government.

Copies of the new exam form may be obtained from: Bureau of Motor Carrier Safety, Federal Highway Administration, U.S. Department of Transportation, 400 Seventh St., E.W., Washington, D.C., 20590—or from any BMCS regional office.

## Hefty Backpay

**Teamster Local 67 of Washington, D.C., recently won backpay totaling $50,281 for these driver-salesmen after 18 months of legal wrangling and two arbitration awards. Lawrence Waters and Roy Bowling, secretary-treasurer and president respectively of the local union, said the awards ranged from a low of $20.84 to the high of $5,480.50 depending upon seniority and route. The dispute involved the handling of a double case of beer within one package.**

## Two Ballots Won by Local In Virginia

Two new bargaining units were gained by Teamster Local 592 of Richmond, Va., in a recent election conducted by the National Labor Relations Board.

G. F. French, secretary-treasurer of Local 592, said the ballot victories were at the Alcatraz Co., Inc., a manufacturer of paints and protective coatings, and a Hertz Corp., truck rental service—both located in Richmond.

Garagemen, mechanics and working foremen at Hertz voted 7 to 3 for the union while drivers and warehouse employees of the paint company voted 15 to 4 for Local 592.

## Pomona Local Wins Ruling At NLRB

The National Labor Relations Board ruled recently that Ben Hur Produce of Upland, Calif., violated the law by declaring its readiness to close rather than permit the business to become unionized.

Also, said the Board in affirming the findings of the administrative law judge, the company also violated the law by questioning various employees regarding their sympathies for Teamster Local 871 of Pomona, Cailf.

Testimony revealed that the employer, both before and after a telephone call from a Local 871 business agent, told the employees he would "close the doors" before dealing with the union.

Ben Hur Produce was ordered by the Board to cease the unlawful conduct.

## ● Solo Vote

A lone laboratory technician employed by the Borden Dairy in Indianapolis, Ind., voted for representation by Teamster Local 135 in a recent National Labor Relations Board election, according to James R. Nolan, secretary-treasurer of the local union.

## ● CB Studies

Both labor and management are assisted on special studies of collective bargaining problems by the Department of Labor's Labor-Management Services Administration.

## Ohio Retiree Writes Note To Fitzsimmons

**Dear Bro. Fritzsimmons:**

**I recently retired from Teamster Local 407 in Cleveland, O., after 40 years of membership, and wish to take this opportunity to thank all the officers and fellow members of Local 407, my fellow employees at Elmer C. Breuer & Shippers Dispatch Co., and to the International my thanks for the pension benefits that were negotiated on my behalf.**

**Fraternally,**
**Jerry Zezulak,**
**Parma, Ohio**

## Jersey Local Wins Decision Before Board

A summary motion judgment was granted by the National Labor Relations Board recently in favor of Teamster Local 676 and against Eagle Truck and Trailer Rental of Collingswood, N.J.

The Board found that Eagle had illegally refused to bargain with the Teamster affiliate regarding the effect on employees of closing the company's terminal in Collingswood.

Eagle was ordered by the Board to bargain with Local 676 on request as the exclusive bargaining representative for body mechanics, mechanics and miscellaneous employees, and—if an understanding was reached on effects of a shutdown—to embody it in a signed agreement.

### ● Unanimously

Twenty-two of 30 workers employed by Donahue Sales, a Textron division in Hinsdale, Ill., voted unanimously for representation by Teamster Local 743 of Chicago in a recent National Labor Relations Board election, according to John Burrzinski, vice president of the local union.

### ● Job Banks

Job banks, an important tool in the federal-state employment service, are computerized daily printouts of all the available job openings in a labor market area.

## $3,000 Backpay

Gilbert A. Binger (left), a member of Teamster Local 81 in Portland, Ore., receives a $3,000 check from Ed Dennis, Local 81 business representative. The sum represented gross backpay awarded Binger after an arbitration decision in a case involving his employer, Consolidated Freightways.

### Intercity Freight

## 100 to 500 Pound Packages Are Tough Delivery Problem

Efficient and economical intercity pickup and delivery of packages weighing between 100 and 500 pounds is one of the most persistent, perplexing problems facing shippers, carriers and consumers.

And, according to the Department of Transportation, the problem is getting worse. That's the principal finding in a study of small-shipment problems carried out for DOT's Office of Facilitation recently by a research group at American University.

The study, "Small Shipments—A Matter of National Concern," reviews and analyzes the changing characteristics of carriers, shippers, markets, products, demands of customers and marketing and distribution practices.

The major conclusions drawn from the study are:

—Marketing changes and trends will increase rather than reduce intercity small-shipment handling problems.

—Distribution patterns are changing, with small industries, warehouses and shipping centers being located near metropolitan peripheral beltways rather than in central city locations.

—Firms are reducing or eliminating warehouses to reduce inventories.

—Shipments weighing between 100 and 500 pounds are the most troublesome to handle.

### ● Electrical

Workers employed by Heeger, Inc., a warehouser and assembler of electrical products in Los Angeles, Calif., voted overwhelmingly for representation by Teamster Local 986 in a recent National Labor Relations Board election, according to Bill Fountaine, organizer.

### ● Mail Carrier

Truck drivers and mechanics employed by Wayne's Truck Line, Inc., a contract mail carrier in Springfield, Mo., voted 10 to 2 for representation by Teamster Local 886 in a recent National Labor Relations Board election, according to Travis Newby, secretary-treasurer of the local union.

# IBT Scholarship Application Due

Applications for the 1974-75 college scholarships are being accepted and should be submitted no later than November 30, 1974.

The fund, established by the 1966 convention of the International Brotherhood of Teamsters provides eight scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the four Area Conferences and are restricted to sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by the Federation of Regional Accrediting Commissions of Higher Education or which has membership in the Association of Universities and Colleges in Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admissions directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items:

*Parents' confidential statement:* By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their parents' confidential statement to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1975 scholarship program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of four weeks.

*Test scores:* All applicants must submit an official transcript as issued by the testing agency for *one* of the following tests: Scholastic Aptitude Test, American College Test, Canadian Scholastic Aptitude Test.

The test may be taken during the applicant's junior or senior year but no later than December, 1974, for the Canadian Scholastic Aptitude Test or the American College Test and no later than February, 1975, for the Scholastic Aptitude Test.

*Academic record:* This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program achievement tests no later than January, 1975. Two of the achievement tests are to consist of English composition and mathematics Level I or II. The third achievement test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the scholarship fund. Applicants are expected to have all requirements on file with the scholarship fund no later than February 28, 1975. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1974-1975 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his local union for the 12 months preceding the application deadline of November 30, 1974. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the 12 months preceding the application deadline are eligible if the member was not suspended from membership during the 12 months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but who have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1974, deadline will be accepted for a reasonable period of time; however, it is impossible for the scholarship fund to provide such applicants with registration material for the required tests prior to the registration deadlines. Therefore, any applicant who submits his application in late November or early December should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001.

# APPLICATION

## INTERNATIONAL BROTHERHOOD OF TEAMSTERS

# SCHOLARSHIP FUND

### 1974-1975 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund no later than NOVEMBER 30, 1974. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
LAST (Do not include Jr., II or III with your last name)
☐☐☐☐☐☐☐☐☐☐ ☐
FIRST (Use your given name, not a nickname) MIDDLE INITIAL

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
STREET
☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
CITY AND STATE
☐☐☐☐☐
ZIP CODE

3. Date of Birth ______________________
month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐
Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of high school which you are attending:
Name ______________________________
Address ______________________________
______________________________

7. Expected date of high school graduation ______________________ 1975

8. Early Admission Students:

☐ Check here if you entering college on a full time basis in 1975 *without* completing high school. All early admission students are required to attach the following to his application:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1975 I will complete (check one):
☐ Junior Matriculation ☐ Senior Matriculation

**Note: Do not apply until your last year of high school. You may apply for an I.B.T. Scholarship only once.**

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

| | Name | City, State |
|---|---|---|
| First choice | ______ | ______ |
| Second choice | ______ | ______ |

11. Full name of Teamster parent ______
(please print)

Relationship (please check)

____ a. Father
____ b. Mother
____ c. Step-father*
____ d. Step-mother*
____ e. Guardian*
____ f. Other—specify relationship:* ______

Name and address of employer:
______
______
______

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed ______ Teamster member Date ______

Signed ______ Applicant Date ______

**If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.**

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

______
Signed—Teamster member

Subscribed and sworn to before me this ______ day of ______, 1974 in the City (County) of ______ in the State of ______.

Seal

______
(Notary Public)

My commission expires ______

**UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.**

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number ______________________________

Address ______________________________

15. Area Conference Affiliation (check one):

☐ Central ☐ Eastern ☐ Southern ☐ Western

16. I hereby certify that the Teamster member named in Item 11, Ledger Number * __________, is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check one):

a. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1974.

b. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his retirement.

c. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his death.

d. _____ since ______________________ (date after 11-30-73) after depositing his withdrawal card which was taken on ______________ (date), and that during the twelve consecutive months prior to his withdrawal he was not an officer or employee of this Local Union and was not suspended from membership.

e. _____ since ______________ (date after 11-30-73) after his transfer from Local Union __________ (number). Forward this application to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

______________________________

______________________________
date

18.

Local Union Seal

---

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

**If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.**

19. I hereby certify that the member named in Item 11, Ledger Number __________, was not an officer or employee of this Local Union and was not suspended from membership from ________________, 19___ until his transfer on ________________, 19___.

21. Signature of Secretary-Treasurer:

________________________

________________________

Teamster Local Union Number

20. ☐ Local Union Seal

________________________

date

**If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.**

22. I hereby certify that the member named in Item 11, Ledger Number __________, was not an officer or employee of this Local Union and was not suspended from membership from ________________, 19___ until his transfer on ________________, 19___.

24. Signature of Secretary-Treasurer:

________________________

________________________

Teamster Local Union Number

23. ☐ Local Union Seal

________________________

date

* * * * * * * * * * * * * * * * * * * *

**ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE**
**FORWARD THIS APPLICATION DIRECTLY TO THE**
**INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND**
**25 Louisiana Avenue, N.W.**
**Washington, D.C. 20001**

## Safety-Health is a Factor In Negotiations

**W. J. Usery, Jr., director of the Federal Mediation and Conciliation Service, had this comment recently on the importance of safety-health issues in collective bargaining:**

**"Occupational safety and health comes up in almost every negotiation now in one way or another. You always would have a few people in a union that were safety-conscious. But now the thing has added impetus. I think it's the wave of the future."**

## Studded Tires Attacked By Government

Federal Highway Administrator Norbert Tiemann recently informed all state governors of a new Federal Highway Administration policy which opposes the use of studded tires on the nation's highways.

In a letter to the 50 governors, Tiemann wrote:

"Available information indicates that there is no net safety benefit to be derived from the use of present studded tires. This fact, coupled with the excessive wear and physical damage to the roadway surfaces provides a sound basis for precluding the continued permissive use of a convenience feature which is effective for relatively short periods of time."

Tiemann asserted that the overall ineffectiveness of studded tires warranted state and local consideration of efforts to ban or limit their use.

### ● Disasters

Major disasters in 27 states during fiscal 1973 resulted in the payment of more than $20 million in disaster unemployment assistance to 71,000 individuals, according to the Labor Department.

### ● Future Jobs

About 101.5 million workers will be employed in the United States by 1985, according to the Bureau of Labor Statistics, for a 24 per cent increase over 1972 employment.

### On Two Fronts

# OSHA Enlarging Program To Combat Health Hazards

THE Occupational Safety and Health Administration is moving ahead rapidly on two fronts to combat occupational health hazards.

John H. Stender, Assistant Secretary of Labor for Occupational Safety and Health, said OSHA is improving existing health standards that apply to nearly 400 toxic substances, and developing 15 new major health standards.

Stender said combating job health hazards is a top priority activity for the Labor Department. He added that OSHA would have standards to propose for adoption on most of the 15 new major health hazards within a year.

Criteria documents already have been submitted but many more steps must be taken before the standards are ready for presentation.

So far, Stender said, OSHA has completed 160,000 workplace inspections. The inspection rate by federal compliance officers is double last year's.

## Safety Gain Won by Locals In Hawaii

Thanks to testimony by representatives from local unions affiliated with Teamster Joint Council 50 in Hawaii, motor carrier safety regulations will go into effect in that state in stages and will be fully operative by April 1st, 1975.

Motor carriers in the state of Hawaii have been exempt from the regulations of the Bureau of Motor Carrier Safety (BMCS) since 1966. Early this year, the BMCS invited interested parties to comment on a proposal to make Hawaiian motor carriers subject to the regulations.

Teamster officials testified in favor of removing the exemption, noting the dangers to drivers and the public because of defective equipment. The effort was not wasted.

Beginning this October 1st, sections of the safety regulations were scheduled to be implemented every 3 months until all regulations will be effective early next spring.

## Monoxide Data Collected By OSHA

The Occupational Safety and Health Administration has been collecting information on which to base an assessment of the environmental impact of carbon monoxide on the worker.

OSHA's object is to develop a proposed standard for carbon monoxide exposure.

Among the information collected has been: Medical or toxicological evidence indicating adverse effects from exposure to carbon monoxide; current levels of occupational exposure, and data on what any proposed standard might accomplish.

Deadline on the collection of information was Sept. 25. When the draft impact statement is completed, copies will be available to the public on request.

OSHA said a 45-day period then will be allowed for submission of public comment on the draft statement.

## Safety-Health Standards Published

Three publications containing all federal job safety and health standards will be available soon from the Government Printing Office in Washington, D.C.

Published by the Occupational Safety and Health Administration, the standards are:

—Construction safety and health regulations.

—General industry safety and health regulations.

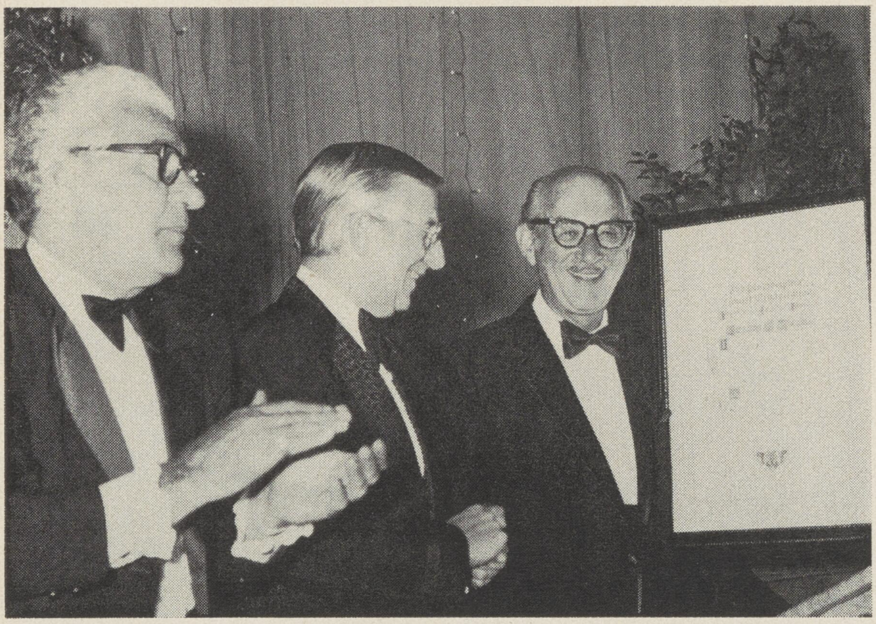
—Maritime employment safety and health regulations.

The booklets summarize requirements for guarding against particular occupational hazards and list in detail references to sections in standards issued by OSHA.

Alphabetical guides to the most frequently violated general industry and construction occupational safety and health standards are available also.

# STATE OF THE UNION

## Grubb Award



**Gordon G. Grubb (center), secretary-treasurer of Teamster Local 830 in Philadelphia, Pa., recently received the Zionist Organization's "People-to-People" award, shown being presented by Judge Herbert S. Levin (right) as IBT Vice President Edward Nangle observes the ceremony.**

## Teamsters Set Pace During May

**Teamster affiliates as usual set the pace in single-union balloting activity and success during the month of May, according to the National Labor Relations Board.**

**Twenty-one of every 100 workers eligible to vote in single-union elections involving all unions in the land elected to go Teamster. The figures were: Teamsters—3,106; all other—11,536.**

**Altogether, there were 719 single-union elections supervised by the NLRB in May with the Teamsters taking part in 223, or better than 31 per cent, of them.**

**All unions together won 371 single-union ballots with Teamster affiliates accounting for 114 of the victories for an average of better than 30 per cent.**

## • College Grads

The proportion of workers with college degrees increased from 10 per cent in 1959 to 14 per cent in 1972, according to the Department of Labor.

## Hospital Guards Join Teamsters

Teamster Local 810 of New York City recently swept an election conducted by the New York Labor Relations Board among security guards at Roosevelt Hospital in New York City.

Dennis Silverman, president of Local 810, said the ballot count favored the Teamsters unanimously over another union. The vote was 35 to zero.

A separate vote held at the same time among the sergeants of the security guard resulted in another unanimous selection, 3 to 0, over the other union. However, there was one “no’” vote.

Local 810 already represented the maintenance workers at Roosevelt Hospital.

## • In California

Employees of Hurley Electronics of El Cajon, Inc., in San Diego, Calif., voted overwhelmingly for representation by Teamster Local 542 in a recent National Labor Relations Board election.

Tom Rodgers, Local 542 business agent, said the bargaining unit includes drivers, warehousemen, countermen and office workers.

## Improved Health Plan At Gallo

Farm Workers Teamster Local 1973 has negotiated a new and improved health plan for workers employed by E. and J. Gallo Winery in California.

Local 1973 representatives worked out the benefits after a series of meetings with the company.

The new health plan covers seasonal workers and year-round workers with first doctor visit coverage, one month maternity coverage and life insurance for the worker and his dependents.

The new program went into effect last September 1st with more than 200 Gallo employees eligible for the benefits.

## • In Louisiana

A majority of 18 workers employed by Shelter Industries Co., a pre-fab home firm in Reserve, La., voted for representation by Teamster Local 270 of New Orleans in a recent National Labor Relations Board election, according to Wallace Collins, Local 270 business agent.

## Top Driver

**Ralph Harrison, a member of Teamster Local 891 in Jackson, Miss., came out top driver in the 1974 Louisiana-Mississippi Safe Driving Truck Roadeo. Harrison also won the Mississippi grand championship award, was first in the 5-axle class, and was named "rookie of the year." In addition, the Mississippi Trucking Association named the Teamster that state's "driver of the year."**

# MISCELLANEOUS

## Meter Maid

**Shirley Roe, a member of Teamster Local 214, recently was chosen "prettiest meter maid" in Detroit, Mich., and is a finalist in national competition.**

## Carolina Local Awards Scholarships

Teamster Local 391 in Greensboro, N.C., recently awarded two college scholarships valued at $2,000 each to a son and daughter of members.

R. V. Durham, president of Local 391, said the grants were made to Karen L. Winkler, daughter of Charles C. Winkler, and Michael R. Smith, son of Roy L. Smith.

### ● Furniture

Drivers and warehousemen employed by Penry Furniture Co., Inc., of Danville, Ill., voted overwhelmingly for representation by Teamster Local 26 in a recent election conducted by the National Labor Relations Board.

## Speed No Factor

# Safety Helmets Save Lives Of Crashed Motorcyclists

THE nation's capital was treated to an unusual form of Sunday lobbying in late May when hundreds of motorcyclists growled their machines along Pennsylvania avenue and past the White House to protest the law that requires them to wear safety helmets.

Chances are, most of the irate bikers were ignorant of recent findings by the National Highway Traffic Safety Administration which discovered in research that:

—Motorcyclists who do not wear safety helmets are nearly three times as likely to suffer serious or fatal head injuries in a crash as are those who wear the protective headgear.

—Safety helmets provide this protection rate almost totally independent of the speed at which the accident occurs.

Comparative case studies showed the difference between motorcycle operation in Michigan where there is a mandatory helmet law and in Illinois which does not have such a law. A total of 4,700 motorcycle accidents were studied.

Fatal or serious head injuries were reduced by 63 per cent in Michigan, while motorcycle accidents in Illinois came up with nearly three times more fatal or serious head injuries.

Helmets proved equally effective in all speed ranges. However, the quality, condition and design of the helmets were found to be important. Helmets of a weaker structure often dislodged or became broken during impact and were found to be less effective.

## Amputee Drivers Are Safe

A government analysis of accident statistics reveals that amputee drivers of commercial vehicles are as safe as the general class of commercial drivers.

A summary report of 1973 accidents by the Department of Transportation was made on the record of amputee drivers operating with driver qualification waivers. Ordinarily their physical defect would prohibit their driving under the federal motor carrier safety regulations.

Compiled by the Bureau of Motor Carrier Safety, the study reviewed 21 accidents involving 15 of 72 amputees. Four of the accidents resulted in no fatalities and seven injuries. Seventeen accidents resulted in only property damage.

Under pre-1973 accident-reporting criteria, the accident rate per million miles for amputee drivers was 2.68—identical to that of drivers of major motor carriers of property that reported accidents in 1970.

## Texas Local Wins Ballot At Air Firm

By a better than 3-to-1 margin, workers employed by Beloate's Aircraft Trim, Inc., of Fort Worth, Tex., voted for representation by Teamster Local 47 in a recent National Labor Relations Board election.

R. D. Holland, secretary-treasurer of Local 47, said 59 assemblers, trimmers and machince operators were eligible to cast ballots. The tally was 39 to 14 in favor of the union.

The company manufactures aircraft trim for helicopters and boat interiors.

### ● Clerical Win

Office workers employed by Anchor Hocking Corp., of South Connellsville, Pa., voted heavily in favor of representation by Teamster Local 491 of Uniontown, Pa., in a recent National Labor Relations Board election.

John J. Burns, secretary-treasurer of Local 491, said 58 employees were eligible to vote, including telecontrol operators. The ballot count was 31 to 20 in favor of the union.

### ● Bakery Win

Driver-salesmen employed by Fantini Bakery Co., Inc., of Haverhill, Mass., voted by a margin of 4-to-1 for representation by Teamster Local 437 in a recent National Labor Relations Board election, according to Robert DeRusha, secretary-treasurer of the local union.

# MISCELLANEOUS

### Winter Problem

## Antifreeze Outlook Bleak; Supply Shrinks, Prices Up

ANTIFREEZE, the liquid added to automobile radiators to lower the freezing point during cold weather, may become a precious and rare commodity this winter.

Prices on antifreeze already are soaring as supplies shrink due to a scarcity of the raw materials needed to manufacture the radiator additive.

Manufacturers, distributors and retailers of antifreeze around the nation seem almost unanimous in their opinion that the prices of antifreeze—which sold around $1.90 a gallon last winter—will zoom upward to $6 or $7 a gallon. Right now the going price ranges around $3 a gallon.

Not only will the prices be higher, but there is a general industry apprehension that supply of antifreeze might be dangerously short in some areas.

One marketing official has predicted that supply this winter may fall as much as 10 per cent short of demand.

The reason for the anticipated scarcity is a shortage of the raw materials needed to produce antifreeze which consists mainly of ethylene glycol, a petroleum-based chemical.

While most petroleum-based feedstocks are in short supply, this is not the crux of the problem behind the gylcol shortage. The problem is due to a lack of capacity for converting petroleum-based feedstocks into ethylene oxide from which the ethylene glycol is made.

Most producers say they are manufacturing all the ethylene oxide they can but there are other demands for the product and lately, the total, overall demand has outstripped production capability.

Generally about half the ethylene glycol manufactured each year goes into antifreeze. Now more of it is being turned into polyester fibers, films and resin—used in making everything from tires to knit socks.

Du Pont Co., long a big purchaser of ethylene glycol, already has announced it will phase out production of antifreeze by the end of this year and has cut back shipments to its antifreeze customers. The reason is that Du Pont finds it to be economically more attractive to use the glycol for polyester fiber production than for antifreeze.

Another problem facing manufacturers involves new government safety regulations for antifreeze cans. There is a shortage of the "child proof" safety caps for antifreeze cans. The federal safety regulations requiring the safety caps went into effect last June.

Prospects for improved antifreeze supplies next year are poor. Industry sources predict it will be several years before ethylene oxide capacity again becomes sufficient to meet the demand.

## New Alaska Road

**Teamsters are among the skilled workmen laboring in the Alaska wilderness to build a road as the first step toward construction of the 800-mile Alaska oil pipeline. This road is being cut from the Yukon River to Prudhoe Bay and will be 360 miles long when completed.**

## Bargaining Ruling Won In Michigan

Dixon Distributing Co., of Traverse City, Mich., illegally refused to bargain with Teamster Local 406 of Grand Rapids, Mich., following certification of the union.

That was the decision of the National Labor Relations Board recently in affirming the findings of the administrative law judge.

The Board found that Dixon illegally put into effect certain changes in the employees' delivery routes.

Dixon was ordered by the Board to cease the illegal activity; to make Robert Green, an employee, whole for any loss of earnings; and, upon request, to bargain with the union as representative of all driver-salesmen and helpers.

## Name Change For Workers Compensation

Recognizing the changing nature of the nation's workforce, the Department of Labor has retitled its "Office of Workmen's Compensation Programs."

The new name is: "Office of Workers' Compensation Programs."

Secretary of Labor Peter J. Brennan said the name change acknowledges the current trend to eliminate reference to sex in job and organization titles. He called the change "an example of our continuing effort to recognize the growing number of working women in the United States."

## ● Recognition

Teamster Local 614 Pontiac, Mich., received recognition recently from The Hearthside, Inc., a new furniture hauler, for representation of 22 truck drivers, warehousemen, furniture finishers, maintenance men and other workers, according to Don Fitzsimmons of Local 614.

# LEGISLATIVE REPORT

**Highlights Given**

## Pension Measure Signed Into Law

PRESIDENT Ford has signed into law the Employee Retirement Income Security Act of 1974 passed by Congress.

More commonly known as the "Pension Reform Bill," the legislation was controversial before it was completed and funneled to the President for signing.

Critics variously labeled the measure "confusing," "too strong," and "too weak."

The differing reactions to the new law and its built-in intricacies hint at the prospect of a lot of administrative bafflement in the future.

The Teamster legislative department is preparing a comprehensive explanation of the complicated Act and when it is completed, the material will be distributed to all affiliates.

For the moment, following is a bare-bones outline of some of the more important provisions of the Employee Retirement Income Security Act of 1974.

Participation under the new law, as a general rule, is all-inclusive. A worker cannot be excluded from a pension plan because of his age or his time on the job if he is at least 25 years old and has had at least one year of service.

Vesting—a worker's benefit rights in a pension plan—is described by three alternatives. A pension plan may make any one of the basic choices as to how to determine when a worker's rights vest. They are:

—10 year rule. Rights vest 100 per cent after 10 years of covered service.

—15 year grade rule. Rights vest 25 per cent after 5 years of covered service; 5 per cent per year for the next 5 years, and 10 per cent annually until the 15th year at which time a worker is 100 per cent vested.

—Rule of 45. When a person's age and years on the job equal 45, his rights are 50 per cent vested; the rights accumulate at a rate of 10 per cent annually for the next 5 years until they are 100 per cent vested.

The vesting choices, in effect, define what a worker's rights are in a pension program. In addition, the plan must also define the amount of a person's retirement benefits under the plan.

Basic choices again are available in making the amount determination. Although the rules for doing this are fairly complicated, they are designed to discourage a practice known as "backloading." That is, a pension plan will not qualify under the law if it makes retirement benefits accumulated at too high a rate in later years of a worker's time on the job.

For example, if a plan states that a worker's benefits accrue at a rate of 1 per cent a year for the first 20 years of service and at a rate of 4 per cent for the next 20 years, the plan would not qualify because the annual benefit rate accumulates—or "loads"—at too high a rate in later—or "back"—years.

On the matter of credit for past service, for purposes of vesting, the general rule goes like this: When a worker becomes eligible to participate in a plan, all his years on the job with an employer are to be taken into account for purposes of determining his place on the vesting schedule. This includes pre-plan participation service as well as service before the effective date of the law.

There are a number of exceptions to the general rule in this area, the most important being those which deal with a break in job service.

For purposes of benefit accruals, the general rule is that the law will apply to all accrued benefits, including those which accrued before the effective date of the law. Again, this is subject to a number of exemptions, including break in service rules.

Under the new law, a pension plan will generally be required to begin payment of benefits at normal retirement age, but the normal age must be the later of age 65 or 10 years of covered service.

In the funding provision of the law, the objective is to establish a schedule of required payments to the plan so it can accumulate sufficient assets within a reasonable time to pay benefits to retiring workers.

Most employers under the pension law will be required to contribute annually an amount that includes normal costs plus any past service liabilities. The past service liabilities may be spread out over a number of years.

Fiduciary standards defined in the law are relatively loose. In essence, those who oversee and administer pension plans will be required to act with the skill, care, prudence and diligence under the circumstances then prevailing that a "prudent man"—acting in a like capacity and familiar with such matters—would use in conducting a similar enterprise.

### Health Costs Continue To Soar

**Increases in the price of medical care services outstripped the Consumer Price Index by more than 40 per cent during the second quarter of this year, according to the Department of Health, Education and Welfare.**

**HEW said a prime contributor to the huge price rise was semi-private hospital room charges that went up at an annual rate of almost 25 per cent. A second factor was the hike in physicians' fees at an annual rate of nearly 20 per cent.**

### ● Job Seekers

Of the annual average of 4.3 million unemployed in 1973, about three-fourths were actively seeking full-time work, according to the 1974 Manpower Report of the President.

# LEGISLATIVE REPORT

## Betwixt'n'Between

# Congressional Slate Heavy Following Labor Day Recess

FRESH from its Labor Day recess, Congress has a heavy schedule of unfinished work to try and wade through before adjourning again—this time for the November general election.

The resumed session is expected to continue to at least mid-October before the lawmakers take off for another month.

Whether they will return to Washington, D.C., after the election probably will be determined as much as anything by the President who may ask the congressmen to complete unfinished business.

Briefly, the status of major legislation and bills of interest to Teamsters is:

—National health insurance; apparently certain to be postponed until next year.

—No-fault auto insurance; expected to come to a vote before the end of this session.

—Campaign spending; a September conference was scheduled to determine the final bill.

—Workers' compensation; no action expected until 1975.

—Hawaii labor disputes; the Senate passed a bill but the House measure is still pending.

—National speed limit; a bill to extend the 55-mile per hour national speed is due for a hearing.

—Vehicle size and weight increases; expected to get Senate consideration.

### Other Legislation

Pension reform, the hospital worker bill, and the wage-price monitor force measure have all been signed into law.

One other piece of legislation that may be ignited involves an amendment to the 4-year-old Occupational Safety and Health Act.

National health insurance has been the subject of several hearings since last spring. They have centered around differing proposals.

Although President Ford has pushed to get the bill through Congress this year, it now appears that postponement is a certainty.

Deferment on the health bill probably is good overall because it will permit a thorough and comprehensive measure to get through Congress rather than the piecemeal bill pending at the moment.

The Senate passed the no-fault auto insurance measure after 3 years of debate under siege of insurance lobbyists. The House is expected to vote on the bill soon. As passed in the senate, the measure would require states to adopt no-fault laws within 4 years or accept federal no-fault standards.

Both houses have passed broadly differing versions of a proposed campaign spending law. It was anticipated that they would agree on a final measure soon with the House provisions prevailing in the conference report.

### Compensation Standards

Long overdue, a proposal to establish federal standards for workers' compensation laws has been more or less sidetracked by the press of other business. Opponents, such as the National Association of Manufacturers and the U.S. Chamber of Commerce, already are fighting the proposal. WC should get active consideration next year.

The Hawaii labor disputes bill seems to be in a state of suspension. The Senate passed the measure which would authorize a 160-day injunction in case shipping to or from Hawaii is interrupted by a labor-management dispute. House committees currently are studying the measure.

A Senate committee has endorsed extending the 55-mile speed limit imposed last winter at the height of the fuel shortage. Both the Senate and House were due to consider the proposal in September. The Teamsters Union has urged creation of a commission to study the effect of the speed limit.

The IBT offered testimony before a Senate committee on proposed vehicle size and weight increases, supporting the legislation provided certain safety measures were resolved, especially in terms of tire weight limits, overall length considerations and front axle overloads.

But the Senate committee, in its late-August report, made no mention of truck driver safety. In the House, an amendment was offered to strike the proposed weight increases and it passed by a strong majority.

The Senate was expected to take up the vehicle size and weight bill when it returned from its Labor Day recess.

## Per Capita Average Was $5,041 in '73

**Per capita personal income in the United States averaged $5,041 in 1973, according to the Bureau of Labor Statistics.**

**Connecticut's per capita income of $5,938 was the highest while Mississippi was lowest at $3,556.**

**Increases in total personal income varied widely. North Dakota increased 40 per cent while New York and Rhode Island gained only 7.5 per cent. The average gain for the nation was 11.75 per cent.**

**On a regional basis, the biggest gainer in the income race was the mideast which averaged $482 more than the national average. The far west averaged $381 over the national norm. The Great Lakes area was $283 higher, New England $171 higher, and the plains states were up $75.**

**Losing averages were recorded in the Rocky Mountain states where the drop was $371 from the national average. The southwest lost $536 and the southeast dropped $759.**

## ● Nevada Win

Workers employed by Shoe Corp., of America in Reno, Nev., voted for representation by Teamster Local 533 of Sparks, Nev., in a recent National Labor Relations Board election, according to Gilbert Grieve, Local 533 business representative.

## ● Anticipation

The Department of Labor expects the number of business machine service workers to increase rapidly due to anticipated increased use of complex office equipment requiring intricate maintenance.

## Wage-Price Council Law Explained

Congress rapidly passed a law establishing a Council on Wage and Price Stability and President Ford signed the measure almost immediately.

The law gives the President the authority to monitor wage and price developments through June 30th, 1976. It set aside $1 million for the council's work during fiscal 1975.

### 'Jawbone' Attack

Both the President and congressional leaders took care to explain that the new law is not the forerunner of plans to reinstitute mandatory wage-price controls. Rather, it is a "jawbone" attack on rampant inflation.

The law simply provides funds for the council to study the problem and give the President data for use in persuading labor and management to act with restraint.

In no way does it give the government authority to control wage or price increases.

## DOT Offers Transportation Scholarships

The Department of Transportation announced that it will award 115 fellowships and scholarships for full-time study in the field of highway transportation for the 1975-76 academic year.

The grants will be distributed by the Federal Highway Administration. There will be about 75 fellowships worth $5,000 each and 40 scholarships valued at $2,500 each.

Selected candidates will be permitted to choose the university or college they wish to attend, provided the schools offer high level courses relevant to the DOT program.

Objectives of the program so far as study is concerned are 3-fold: Highway safety, highway transportation research and education, and highway technology.

Completed applications must be submitted to the National Highway Institute on or before December 31, 1974.

Application forms may be obtained from: The National Highway Institute, HHI-6, Federal Highway Administration, U.S. Department of Transportation, Washington, D.C. 20590.

### Push-Buttoning

## Computer May Give Answer To Congressmen in Future

ELECTRONIC backgrounding may provide congressmen with legislative expertise in the future if one freshman Representative can convince his colleagues of the virtues of the computer.

Rep. Charles G. Rose of North Carolina asserts that such push-button knowledge could help congressmen keep up with the growing demands of big government.

Rep. Rose has a computer terminal of his own linked on a trial basis to the New York *Times* Information Bank—a research tool used by that newspaper and a number of other institutions.

The knowledge bank excerpts approximately 100,000 articles from the *Times* each year, plus another 100,000 from 65 assorted magazines and other newspapers including such prestigious publications as the *Bulletin of Atomic Scientists.*

It is the hope of Rep. Rose that every Senator and Representative could have a computer terminal in his office because he believes they would find the system especially useful—as does he—when preparing for hearings or for briefings by public or private officials.

The congressman's ideas for using computers extends far beyond the *Times* bank.

He would like to hook his own terminal into the computer banks of such giant government departments as the Department of Health, Education and Welfare, the Defense Department and the Agriculture Department.

### Tie with Library

One of the greatest sources of information, of course, could be the creation of a computer system tied in with the Library of Congress.

There are an estimated 400 large data bases on computers in the United States, all containing useful information that congressmen could dig into as though it were a gold mine.

Rental of terminals such as that kept by Rep. Rose would cost more than a million dollars a year for the 535 lawmakers on Capitol Hill.

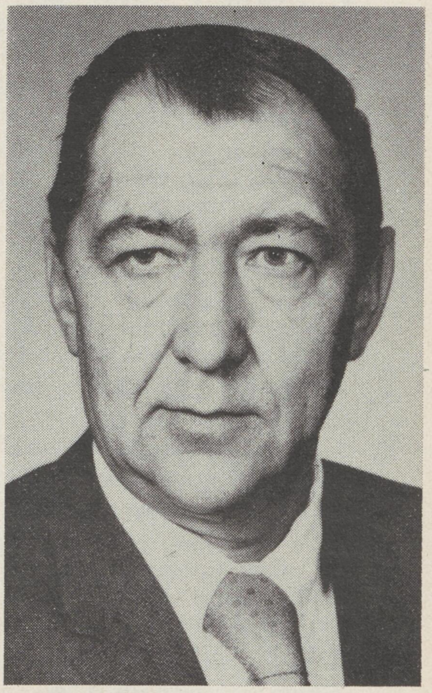
## Profits Up Per Unit Of Output

**Productivity, which dropped during the first quarter of 1974, increased 1.2 per cent during the second quarter while profits per unit of output gained by 39 per cent.**

**As a result of the increase, second quarter unit profits were 3.2 per cent above second quarter levels in 1973. The increase in productivity was the result of a 0.3 per cent increase in output and a drop of 0.9 per cent in man-hours.**

**Prices also increased at an annual rate of 12.6 per cent during the second quarter, compared with an 11.4 per cent advance during the first quarter.**

## Candidate



**Sylvan E. Hubrig, President of Teamster Local 74 in Minot, N.D., is the only full-time labor representative running in the state for the North Dakota House of Representatives. Hubrig is a candidate from the 5th district.**

# Legislation, Politics, Government

- **ALASKAN CONSTERNATION**

Real estate values are plummeting in Juneau, the capitol city of Alaska. The reason is that voters okayed a referendum to move the capitol to another city to be selected at a later date. The process of moving will take an estimated 10 years. It is anticipated that the new capitol location will be somewhere near the more heavily populated cities of Anchorage and Fairbanks.

- **GOLDWATER PROPOSAL IGNORED**

Sen. Barry Goldwater of Arizona made a proposal to help fight inflation. He suggested that all federal employees, including members of Congress, take a 10 per cent salary cut. To date, not one congressman has announced support of Goldwater's idea.

- **NEW ECONOMIC CHIEF**

Alan Greenspan was confirmed by the Senate to be the new chairman of the President's Council of Economic Advisers. He succeeds the retiring Herbert Stein who is leaving government to teach at a university in Virginia.

- **TEXAS QUAGMIRE**

After spending $4 million and talking the subject over for seven months, the Texas legislature failed to rewrite the state's 1876 constitution. The work ended with a mandatory deadline and still three votes short of a required two-thirds majority.

- **TAX RETURN PRIVACY**

A bill that would prohibit government officials from prying into individual income tax returns is running into opposition in Congress. Privacy advocates complain the measure is not strong enough. The proposal was drawn up to curtail the access of government agencies to income tax returns filed with the Internal Revenue Service.

- **INFLATION SIGN'O'TIMES**

To show how the dollar has ballooned out of proportion due to inflation, the House Ways and Means Committee is considering upping from $100,00 to $150,000 the profits a small business could retain before being subject to the stiff accumulated profits tax.

- **ENERGY CRITICISM**

The former head of the Federal Energy Administration's Office of Consumer Affairs testified before congressmen recently that the FEA was afflicted with "major problems of policy-making" that acted in opposition to "the consumer and general interest." The charge was made by Lee Richardson.

- **TIGHTENING UP**

Officials responsible for producing "The Congressional Record," official government journal of Congress, are tightening up their editorial security. At least two statements were put into the record recently that were falsely attributed to members of the House of Representatives.

- **INCOME TAX AGREEMENTS**

Nevada and Texas are the only states that have not entered into agreements with the Internal Revenue Service regarding exchange of information about taxpayers. The reason is that neither Nevada or Texas has a state income tax.

- **'RELUCTANT MESSENGER'**

A congressman has described Western Union as a "reluctant messenger" when it comes to consumer telegraph service. Rep. Benjamin Rosenthal proposes that Congress consider shifting telegram service to the United States Postal Service unless Western Union and the Federal Communications Commission make some reforms in the system.

- **$100 MILLION ALTERATION**

When Sen. George D. Aiken of Vermont retires he will be remembered especially for one outstanding burst of candor. The Senator disclosed on the Senate floor last May that the National Association of Manufacturers spent $100 million to get Congress to change the pro-labor Wagner Act into the anti-labor Taft-Hartley Act.

# SENATE VOTES

## 93rd Congress–2nd Session (1974)

Published below are voting records on United States Senators and Representatives on key issues during 1974. They are rated "R" (Right) or "W" (Wrong) on five important issues on which the International Brotherhood of Teamsters took a strong position. "A" indicates that the Congressman or Congresswoman was absent and therefore did not vote on the issue. The five key issues for the House and Senate are outlined below, and the individual votes follow. The Representatives are listed by the district they represent within a particular State.

Since hundreds of votes are cast each year by members of Congress it is difficult to choose five votes that are genuinely reflective of their attitudes toward organized labor. We have chosen issues that are indicative but not proof of that attitude. We urge you to strongly consider these votes when casting your ballot this November.

### 1. CAMPAIGN SPENDING

We have long been supporters of effective campaign finance reform for federal elections. In the absence of such reform, however, we are opposed to measures that would prevent the Teamsters as well as other business and labor organizations from raising voluntary money from our membership to contribute to candidates we support. On April 3, 1974 an amendment offered by Senator Baker (R-Tenn.) would have prevented us from raising political funds. The move failed by a vote of 36-53. A Right vote "R" was a vote against the amendment.

### 2. NO-FAULT AUTO INSURANCE

On May 1, 1974 the Senate passed, by a vote of 53-42, the no-fault auto insurance legislation. This labor-supported legislation will provide for insurance savings by reducing legal costs. A Right vote "R" was a vote for the bill.

### 3. FOOD STAMPS FOR STRIKERS

During Senate consideration of the food stamp program an amendment was offered by Sen. Helms (R-N.C.) that would have prevented needy families of strikers from receiving the stamps. On May 21 a motion to table the amendment won by 52-31. A Right vote "R" was a vote for the motion to table and thus killed the measure.

### 4. HOSPITAL BARGAINING

On July 10, 1974, the Senate passed the conference report guaranteeing non-profit hospital workers collective bargaining rights under the National Labor Relations Act. The report passed by 64-29. A Right "R" vote was a vote for the report.

### 5. HAWAII DOCK STRIKE INJUNCTIONS

On July 17, 1974 the Senate passed legislation that would permit a 160-day injunction over and above the 80-day cooling off period presently available for strikes affecting Hawaii and other Pacific Islands. A Teamster-supported attempt by Senator Javits (R-N.Y.) to recommit the bill to committee and thus kill it, failed by a 31-65 vote. A Right vote "R" was a vote for the motion to recommit.

**KEY TO SYMBOLS**

R Voted Right or was Paired Right.
W Voted Wrong or was Paired Wrong.
A Absent and not paired.

| | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| **ALABAMA** | | | | | |
| Allen (D) | W | W | W | R | R |
| Sparkman (D) | R | W | R | R | W |
| **ALASKA** | | | | | |
| Gravel (D) | A | R | A | R | R |
| Stevens (R) | R | R | R | R | W |
| **ARIZONA** | | | | | |
| Fannin (R) | W | W | W | W | W |
| Goldwater (R) | W | W | W | W | W |
| **ARKANSAS** | | | | | |
| Fulbright (D) | A | W | A | A | A |
| McClellan (D) | W | W | W | W | W |
| **CALIFORNIA** | | | | | |
| Cranston (D) | R | R | R | R | R |
| Tunney (D) | R | R | R | R | R |
| **COLORADO** | | | | | |
| Haskell (D) | R | R | R | R | A |
| Dominick (R) | W | W | W | W | W |
| **CONNECTICUT** | | | | | |
| Ribicoff (D) | R | R | R | R | W |
| Weicker (R) | W | R | R | R | R |

| | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| **DELAWARE** | | | | | |
| Biden (D) | R | R | R | R | W |
| Roth (R) | W | R | W | W | W |
| **FLORIDA** | | | | | |
| Chiles (D) | W | W | W | R | W |
| Gurney (R) | W | A | A | W | W |
| **GEORGIA** | | | | | |
| Nunn (D) | W | W | W | R | W |
| Talmadge (D) | R | W | A | R | W |
| **HAWAII** | | | | | |
| Inouye (D) | R | R | A | R | W |
| Fong (R) | W | A | A | R | W |
| **IDAHO** | | | | | |
| Church (D) | R | W | A | W | W |
| McClure (R) | W | W | W | W | W |
| **ILLINOIS** | | | | | |
| Stevenson (D) | R | R | R | R | W |
| Percy (R) | A | R | R | R | R |
| **INDIANA** | | | | | |
| Bayh (D) | R | R | A | R | R |
| Hartke (D) | R | W | R | R | R |

|  | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| **IOWA** |  |  |  |  |  |
| Clark (D) | R | R | R | R | R |
| Hughes (D) | A | R | R | R | R |
| **KANSAS** |  |  |  |  |  |
| Dole (R) | W | W | W | W | W |
| Pearson (R) | W | R | R | R | W |
| **KENTUCKY** |  |  |  |  |  |
| Huddleston (D) | A | W | R | R | W |
| Cook (R) | R | W | R | R | W |
| **LOUISIANA** |  |  |  |  |  |
| Johnston (D) | R | W | A | A | W |
| Long (D) | R | W | R | R | A |
| **MAINE** |  |  |  |  |  |
| Hathaway (D) | R | R | R | R | R |
| Muskie (D) | R | R | R | R | W |
| **MARYLAND** |  |  |  |  |  |
| Beall (R) | W | R | R | R | R |
| Mathias (R) | R | R | R | A | R |
| **MASSACHUSETTS** |  |  |  |  |  |
| Kennedy (D) | A | R | R | R | W |
| Brooke (R) | R | R | R | R | W |
| **MICHIGAN** |  |  |  |  |  |
| Hart (D) | R | R | R | R | W |
| Griffin (R) | W | R | W | W | W |
| **MINNESOTA** |  |  |  |  |  |
| Humphrey (D) | R | R | R | R | A |
| Mondale (D) | R | R | R | R | W |
| **MISSISSIPPI** |  |  |  |  |  |
| Eastland (D) | R | W | W | R | W |
| Stennis (D) | R | W | W | A | W |
| **MISSOURI** |  |  |  |  |  |
| Eagleton (D) | R | W | A | R | R |
| Symington (D) | R | R | R | R | W |
| **MONTANA** |  |  |  |  |  |
| Mansfield (D) | R | R | R | R | W |
| Metcalf (D) | R | R | W | R | R |
| **NEBRASKA** |  |  |  |  |  |
| Curtis (R) | W | W | W | W | W |
| Hruska (R) | W | W | W | W | W |
| **NEVADA** |  |  |  |  |  |
| Bible (D) | R | W | R | W | W |
| Cannon (D) | R | R | R | W | W |
| **NEW HAMPSHIRE** |  |  |  |  |  |
| McIntyre (D) | R | R | R | R | W |
| Cotton (R) | W | W | W | W | W |
| **NEW JERSEY** |  |  |  |  |  |
| Williams (D) | R | R | R | A | R |
| Case (R) | R | R | R | R | R |
| **NEW MEXICO** |  |  |  |  |  |
| Montoya (D) | W | W | R | R | R |
| Domenici (R) | W | W | W | R | W |
| **NEW YORK** |  |  |  |  |  |
| *Buckley (C) | A | W | A | W | R |
| Javits (R) | R | R | R | R | R |

|  | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| **NORTH CAROLINA** |  |  |  |  |  |
| Ervin (D) | W | W | W | W | W |
| Helms (R) | W | W | W | W | W |
| **NORTH DAKOTA** |  |  |  |  |  |
| Burdick (D) | R | R | R | R | R |
| Young (R) | A | W | A | W | W |
| **OHIO** |  |  |  |  |  |
| Metzenbaum (D) | A | R | R | R | R |
| Taft (R) | W | R | R | R | R |
| **OKLAHOMA** |  |  |  |  |  |
| Bartlett (R) | W | W | W | W | W |
| Bellmon (R) | W | A | W | A | W |
| **OREGON** |  |  |  |  |  |
| Hatfield (R) | R | R | R | R | W |
| Packwood (R) | W | R | W | R | R |
| **PENNSYLVANIA** |  |  |  |  |  |
| Schweiker (R) | R | R | R | R | R |
| Scott (R) | R | R | A | R | W |
| **RHODE ISLAND** |  |  |  |  |  |
| Pastore (D) | R | R | R | R | W |
| Pell (D) | R | R | A | R | R |
| **SOUTH CAROLINA** |  |  |  |  |  |
| Hollings (D) | W | W | W | R | W |
| Thurmond (R) | W | W | W | W | W |
| **SOUTH DAKOTA** |  |  |  |  |  |
| Abourezk (D) | R | R | R | R | W |
| McGovern (D) | R | W | R | W | R |
| **TENNESSEE** |  |  |  |  |  |
| Baker (R) | W | W | A | W | W |
| Brock (R) | W | W | W | W | W |
| **TEXAS** |  |  |  |  |  |
| Bentsen (D) | R | W | W | R | W |
| Tower (R) | W | W | W | W | W |
| **UTAH** |  |  |  |  |  |
| Moss (D) | R | R | R | R | W |
| Bennett (R) | W | R | A | W | W |
| **VERMONT** |  |  |  |  |  |
| Aiken (R) | A | R | R | R | W |
| Stafford (R) | R | R | R | R | W |
| **VIRGINIA** |  |  |  |  |  |
| **Byrd, Jr. (I) | W | W | W | W | W |
| Scott (R) | A | W | W | W | W |
| **WASHINGTON** |  |  |  |  |  |
| Jackson (D) | R | R | R | R | W |
| Magnuson (D) | R | R | R | A | W |
| **WEST VIRGINIA** |  |  |  |  |  |
| Byrd (D) | R | R | R | R | R |
| Randolph (D) | W | W | R | A | R |
| **WISCONSIN** |  |  |  |  |  |
| Nelson (D) | R | R | R | R | R |
| Proxmire (D) | R | R | R | R | R |
| **WYOMING** |  |  |  |  |  |
| McGee (D) | R | R | A | R | W |
| Hansen (R) | W | W | W | W | W |

# HOUSE VOTES

## 93rd Congress–2nd Sessions (1974)

### 1. VOTER REGISTRATION

In a parliamentary move on May 8, 1974, the House voted to kill labor-supported legislation that would have instituted a system of nationwide postcard voter registration for federal elections. The motion to have the bill approved for floor debate was rejected by 197-204. A right Vote "R" was a vote for the motion.

### 2. LEGAL SERVICES

After years of debate a final attempt was made to gut a bill that would establish an independent legal services corporation to provide free legal help to poor people who could not otherwise afford it. On May 16, 1974, an amendment was rejected by a 183-190 vote that would have unreasonably restricted such legal services to the poor. A Right Vote "R" was a vote against the amendment.

### 3. FOOD STAMPS FOR STRIKERS

Each session of Congress there is an attempt to deny striking workers and their families access to food stamps. It is argued that when labor families suffer as a result of strikes, they should not be allowed the benefit of food stamps. We of course disagree with this philosophy and therefore opposed an amendment offered on June 21, 1974, that would have accomplished such a denial. A Right Vote "R" was a vote against the amendment. The amendment failed by 147-169.

### 4. JOB SAFETY

In the debate on the Labor-HEW Appropriations bill, an amendment was introduced to exempt firms employing 25 or fewer employees from coverage under the Occupational Safety and Health Act. The amendment passed with strong labor opposition by 201-194. A Right Vote "R" was a vote against the amendment. Note: (The measure has not become law because it is being held up in the Senate.)

### 5. HOSPITAL BARGAINING

On July 11, 1974, the House passed the conference report giving nonprofit hospital workers collective bargaining rights under the National Labor Relations Act by a vote of 205-193. A Right Vote "R" was a vote for the report.

**KEY TO SYMBOLS**

| | |
|---|---|
| R | Voted Right or was Paired Right. |
| W | Voted Wrong or was Paired Wrong. |
| A | Absent and not paired. |
| * | Not in Congress at time. |

| | | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| **ALABAMA** | | | | | | |
| 1 | Edwards (R) | W | W | A | W | W |
| 2 | Dickinson (R) | W | W | W | W | W |
| 3 | Nichols (D) | W | W | A | W | W |
| 4 | Bevill (D) | W | W | A | R | R |
| 5 | Jones (D) | W | W | R | A | R |
| 6 | Buchanan (R) | W | W | W | W | W |
| 7 | Flowers (D) | W | W | R | W | R |
| **ALASKA** | | | | | | |
| AL | Young (R) | R | W | A | W | R |
| **ARIZONA** | | | | | | |
| 1 | Rhodes (R) | W | W | A | W | W |
| 2 | Udall (D) | R | R | A | A | R |
| 3 | Steiger (R) | W | W | W | W | W |
| 4 | Conlan (R) | W | W | W | W | W |
| **ARKANSAS** | | | | | | |
| 1 | Alexander (D) | A | W | W | W | R |
| 2 | Mills (D) | R | A | R | A | R |
| 3 | Hammerschmidt (R) | W | W | W | W | W |
| 4 | Thornton (D) | R | W | R | W | W |
| **CALIFORNIA** | | | | | | |
| 1 | Clausen (R) | W | W | W | W | W |
| 2 | Johnson (D) | R | R | R | R | R |
| 3 | Moss (D) | R | R | R | R | R |
| 4 | Leggett (D) | R | R | A | R | R |
| 5 | Burton, P. (D) | R | R | R | R | R |
| 6 | Burton, J. (D) | * | * | * | R | R |
| 7 | Dellums (D) | R | R | R | R | R |
| 8 | Stark (D) | R | R | R | R | R |
| 9 | Edwards (D) | R | R | R | R | R |
| 10 | Gubser (R) | W | W | W | W | A |
| 11 | Ryan D) | R | R | A | R | R |
| 12 | Talcott (R) | W | W | W | W | A |
| 13 | Lagomarsino (R) | W | W | W | W | W |
| 14 | Waldie (D) | R | R | R | R | R |
| 15 | McFall (D) | R | R | R | R | R |
| 16 | Sisk (D) | A | R | R | R | R |
| 17 | McCloskey (R) | R | R | R | R | R |
| 18 | Mathias (R) | A | W | A | W | R |
| 19 | Holifield (D) | R | R | R | A | R |
| 20 | Moorhead (R) | W | W | W | W | W |
| 21 | Hawkins (D) | R | A | A | A | R |
| 22 | Corman (D) | R | R | R | R | R |
| 23 | Clawson (R) | W | W | A | W | W |
| 24 | Rousselot (R) | W | W | W | W | W |
| 25 | Wiggins (R) | W | W | W | R | W |
| 26 | Rees (D) | R | A | A | R | R |
| 27 | Goldwater (R) | W | W | W | W | W |
| 28 | Bell (R) | W | R | A | R | R |
| 29 | Danielson (D) | R | R | A | R | R |
| 30 | Roybal (D) | R | R | R | R | R |
| 31 | Wilson (D) | R | A | R | R | A |
| 32 | Hosmer (R) | W | W | A | W | W |
| 33 | Pettis (R) | W | A | W | W | W |
| 34 | Hanna (D) | R | R | A | R | R |
| 35 | Anderson (D) | R | R | A | R | R |
| 36 | Ketchum (R) | W | W | A | W | W |
| 37 | Burke (D) | R | R | R | A | R |
| 38 | Brown (D) | R | R | A | R | R |
| 39 | Hinshaw (R) | W | W | W | W | W |
| 40 | Wilson (R) | W | W | W | W | W |
| 41 | Van Deerlin (D) | R | R | R | R | R |
| 42 | Burgener (R) | W | W | A | W | W |
| 43 | Veysey (R) | W | W | W | W | W |
| **COLORADO** | | | | | | |
| 1 | Schroeder (D) | R | R | R | R | R |
| 2 | Brotzman (R) | W | W | A | W | R |
| 3 | Evans (D) | R | R | R | R | R |
| 4 | Johnson (R) | W | W | W | A | W |
| 5 | Armstrong (R) | W | W | W | W | W |
| **CONNECTICUT** | | | | | | |
| 1 | Cotter (D) | R | R | A | R | R |
| 2 | Steele (R) | W | A | A | R | R |
| 3 | Giaimo (D) | R | R | R | R | A |
| 4 | McKinney (R) | W | R | R | R | R |
| 5 | Sarasin (R) | R | W | R | R | R |
| 6 | Grasso (D) | R | R | R | R | R |
| **DELAWARE** | | | | | | |
| AL | Du Pont (R) | W | R | W | R | R |
| **FLORIDA** | | | | | | |
| 1 | Sikes (D) | W | W | A | W | W |
| 2 | Fuqua (D) | W | W | A | W | W |
| 3 | Bennett (D) | R | W | W | W | W |
| 4 | Chappell (D) | W | W | A | W | W |

| | | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| 5 | Gunter (D) | R | W | A | A | A |
| 6 | Young (R) | W | W | W | W | W |
| 7 | Gibbons (D) | R | R | W | R | R |
| 8 | Haley (D) | W | W | W | W | W |
| 9 | Frey (R) | W | W | W | W | W |
| 10 | Bafalis (R) | W | W | A | W | W |
| 11 | Rogers (D) | R | W | W | W | W |
| 12 | Burke (R) | W | W | W | W | W |
| 13 | Lehman (D) | R | R | R | R | R |
| 14 | Pepper (D) | R | R | R | R | R |
| 15 | Fascell (D) | R | R | R | R | R |
| **GEORGIA** | | | | | | |
| 1 | Ginn (D) | W | W | W | W | R |
| 2 | Mathis (D) | W | W | A | W | W |
| 3 | Brinkley (D) | W | W | W | W | R |
| 4 | Blackburn (R) | W | W | W | W | W |
| 5 | Young (D) | R | R | A | R | R |
| 6 | Flynt (D) | R | A | W | W | W |
| 7 | Davis (D) | R | A | A | W | A |
| 8 | Stuckey (D) | W | R | A | W | R |
| 9 | Landrum (D) | W | W | A | W | R |
| 10 | Stephens (D) | W | W | W | W | W |
| **HAWAII** | | | | | | |
| 1 | Matsunaga (D) | R | R | A | R | R |
| 2 | Mink (D) | R | R | R | R | R |
| **IDAHO** | | | | | | |
| 1 | Symms (R) | W | W | A | W | W |
| 2 | Hansen (R) | W | A | A | R | A |
| **ILLINOIS** | | | | | | |
| 1 | Metcalfe (D) | R | R | R | R | A |
| 2 | Murphy, M. (D) | R | R | R | R | R |
| 3 | Hanrahan (R) | W | W | W | W | W |
| 4 | Derwinski (R) | W | W | A | W | W |
| 5 | Kluczynski (D) | R | R | R | R | R |
| 6 | Collier (R) | W | W | W | W | R |
| 7 | Collins (D) | R | R | R | R | R |
| 8 | Rostenkowski (D) | R | R | R | A | R |
| 9 | Yates (D) | R | A | R | R | R |
| 10 | Young (R) | W | W | W | W | W |
| 11 | Annunzio (D) | R | W | R | R | R |
| 12 | Crane (R) | W | W | A | W | W |
| 13 | McClory (R) | W | W | W | W | W |
| 14 | Erlenborn (R) | W | R | W | R | W |
| 15 | Arends (R) | W | W | A | W | W |
| 16 | Anderson (R) | W | R | W | R | W |
| 17 | O'Brien (R) | W | W | W | W | W |
| 18 | Michel (R) | W | W | W | R | R |
| 19 | Railsback (R) | W | R | R | R | R |
| 20 | Findley (R) | W | A | W | W | W |
| 21 | Madigan (R) | W | R | R | A | R |
| 22 | Shipley (D) | R | W | R | W | A |
| 23 | Price (D) | R | R | R | R | R |
| 24 | Gray (D) | A | R | R | R | A |
| **INDIANA** | | | | | | |
| 1 | Madden (D) | R | R | R | R | R |
| 2 | Landgrebe (R) | W | W | A | W | W |
| 3 | Brademas (D) | R | R | R | R | R |
| 4 | Roush (D) | R | R | R | W | R |
| 5 | Hillis (R) | W | W | A | R | W |
| 6 | Bray (R) | W | W | W | W | W |
| 7 | Myers (R) | W | W | W | W | W |
| 8 | Zion (R) | W | W | A | W | W |
| 9 | Hamilton (D) | R | R | A | W | R |
| 10 | Dennis (R) | W | W | W | W | W |
| 11 | Hudnut (R) | W | W | W | W | W |
| **IOWA** | | | | | | |
| 1 | Mezvinsky (D) | R | R | R | R | R |
| 2 | Culver (D) | R | R | R | R | A |
| 3 | Gross (R) | W | W | W | W | W |
| 4 | Smith (D) | R | R | R | R | R |
| 5 | Scherle (R) | W | W | W | W | W |
| 6 | Mayne (R) | W | W | W | W | W |

| | | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| **KANSAS** | | | | | | |
| 1 | Sebelius (R) | W | W | A | W | W |
| 2 | Roy (D) | R | R | R | W | R |
| 3 | Winn (R) | W | W | W | W | W |
| 4 | Shriver (R) | W | W | W | W | W |
| 5 | Skubitz (R) | W | W | W | W | W |
| **KENTUCKY** | | | | | | |
| 1 | Stubblefield (D) | R | R | W | W | W |
| 2 | Natcher (D) | R | R | R | R | R |
| 3 | Mazzoli (D) | R | R | R | R | W |
| 4 | Snyder (R) | W | W | W | W | W |
| 5 | Carter (R) | W | A | W | W | W |
| 6 | Breckinridge (D) | R | R | W | R | W |
| 7 | Perkins (D) | R | R | R | R | R |
| **LOUISIANA** | | | | | | |
| 1 | Hebert (D) | W | W | A | A | W |
| 2 | Boggs (D) | W | R | A | R | R |
| 3 | Treen (R) | W | W | A | W | W |
| 4 | Waggonner (D) | W | W | W | W | W |
| 5 | Passman (D) | W | W | R | R | R |
| 6 | Rarick (D) | W | W | A | W | W |
| 7 | Breaux (D) | W | W | R | W | A |
| 8 | Long, G. (D) | R | R | A | W | R |
| **MAINE** | | | | | | |
| 1 | Kyros (D) | R | R | A | R | R |
| 2 | Cohen (R) | W | R | W | W | W |
| **MARYLAND** | | | | | | |
| 1 | Bauman (R) | W | W | W | W | W |
| 2 | Long (D) | R | R | R | R | R |
| 3 | Sarbanes (D) | R | R | R | R | R |
| 4 | Holt (R) | W | W | W | W | W |
| 5 | Hogan (R) | W | W | W | W | W |
| 6 | Byron (D) | W | W | W | W | W |
| 7 | Mitchell (D) | R | R | R | R | R |
| 8 | Gude (R) | R | R | W | R | R |
| **MASSACHUSETTS** | | | | | | |
| 1 | Conte (R) | R | R | W | R | R |
| 2 | Boland (D) | R | R | A | R | R |
| 3 | Donohue (D) | R | R | A | R | R |
| 4 | Drinan (D) | R | R | R | R | R |
| 5 | Cronin (R) | R | W | R | R | R |
| 6 | Harrington (D) | R | R | R | R | R |
| 7 | Macdonald (D) | R | R | A | A | A |
| 8 | O'Neill (D) | R | R | R | R | R |
| 9 | Moakley (D) | R | R | R | A | R |
| 10 | Heckler (R) | R | R | R | R | R |
| 11 | Burke (D) | R | R | R | R | R |
| 12 | Studds (D) | R | R | R | R | R |
| **MICHIGAN** | | | | | | |
| 1 | Conyers (D) | R | R | R | R | R |
| 2 | Esch (R) | R | R | A | A | R |
| 3 | Brown (R) | W | W | R | W | W |
| 4 | Hutchinson (R) | W | W | W | W | W |
| 5 | VanderVeen (D) | R | R | R | R | R |
| 6 | Chamberlain (R) | W | W | W | W | W |
| 7 | Riegle (R) | R | R | R | R | R |
| 8 | Traxler (D) | R | R | R | R | R |
| 9 | Vander Jagt (R) | W | W | W | W | W |
| 10 | Cederberg (R) | W | W | W | W | A |
| 11 | Ruppe (R) | W | R | A | W | W |
| 12 | O'Hara (D) | R | R | R | R | A |
| 13 | Diggs (D) | R | R | R | A | A |
| 14 | Nedzi (D) | R | R | R | R | R |
| 15 | Ford (D) | R | R | R | R | R |
| 16 | Dingell (D) | R | R | R | R | A |
| 17 | Griffiths (D) | R | A | A | A | A |
| 18 | Huber (R) | W | W | W | W | W |
| 19 | Broomfield (R) | W | W | A | W | W |
| **MINNESOTA** | | | | | | |
| 1 | Quie (R) | W | R | A | R | R |
| 2 | Nelsen (R) | W | W | A | A | W |
| 3 | Frenzel (R) | R | R | A | R | W |
| 4 | Karth (D) | R | R | R | A | R |
| 5 | Fraser (D) | R | R | R | R | R |

| | | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| 6 | Zwach (R) | W | W | A | W | W |
| 7 | Bergland (D) | R | R | A | R | R |
| 8 | Blatnik (D) | A | R | R | R | R |
| **MISSISSIPPI** | | | | | | |
| 1 | Whitten (D) | W | W | R | W | W |
| 2 | Bowen (D) | W | W | W | W | W |
| 3 | Montgomery (D) | W | W | W | W | W |
| 4 | Cochran (R) | W | W | A | A | W |
| 5 | Lott (R) | W | W | A | W | W |
| **MISSOURI** | | | | | | |
| 1 | Clay (D) | R | R | R | R | A |
| 2 | Symington (D) | A | R | R | W | R |
| 3 | Sullivan (D) | R | R | R | R | R |
| 4 | Randall (D) | R | W | R | W | R |
| 5 | Bolling (D) | R | R | R | R | R |
| 6 | Litton (D) | W | A | R | W | R |
| 7 | Taylor (R) | W | W | W | W | W |
| 8 | Ichord (D) | W | A | A | W | W |
| 9 | Hungate (D) | R | W | R | R | R |
| 10 | Burlison (D) | R | R | R | W | R |
| **MONTANA** | | | | | | |
| 1 | Shoup (R) | W | W | R | A | W |
| 2 | Melcher (D) | R | R | R | R | R |
| **NEBRASKA** | | | | | | |
| 1 | Thone (R) | W | W | W | W | R |
| 2 | McCollister (R) | W | W | W | W | W |
| 3 | Martin (R) | W | W | W | W | W |
| **NEVADA** | | | | | | |
| AL | Towell (R) | W | R | A | A | W |
| **NEW HAMPSHIRE** | | | | | | |
| 1 | Wyman (R) | W | W | A | W | W |
| 2 | Cleveland (R) | W | W | R | W | W |
| **NEW JERSEY** | | | | | | |
| 1 | Hunt (R) | W | W | W | W | W |
| 2 | Sandman (R) | W | R | W | R | A |
| 3 | Howard (D) | R | R | A | A | R |
| 4 | Thompson (D) | R | R | A | A | R |
| 5 | Frelinghuysen (R) | W | W | A | R | W |
| 6 | Forsythe (R) | W | R | A | R | W |
| 7 | Widnall (R) | W | W | W | W | R |
| 8 | Roe (D) | R | R | A | R | R |
| 9 | Helstoski (D) | A | A | R | R | R |
| 10 | Rodino (D) | R | R | R | R | R |
| 11 | Minish (D) | R | R | R | R | R |
| 12 | Rinaldo (R) | R | W | A | R | R |
| 13 | Maraziti (R) | R | R | R | R | R |
| 14 | Daniels (D) | R | R | A | A | R |
| 15 | Patten (D) | R | R | R | R | R |
| **NEW MEXICO** | | | | | | |
| 1 | Lujan (R) | A | W | W | W | A |
| 2 | Runnels (D) | R | A | R | W | R |
| **NEW YORK** | | | | | | |
| 1 | Pike (D) | R | R | R | W | R |
| 2 | Grover (R) | W | W | W | W | R |
| 3 | Roncallo (R) | W | W | A | W | W |
| 4 | Lent (R) | R | W | W | W | W |
| 5 | Wydler (R) | W | W | W | R | W |
| 6 | Wolff (D) | R | R | R | R | R |
| 7 | Addabbo (D) | R | R | R | R | R |
| 8 | Rosenthal (D) | R | R | A | R | R |
| 9 | Delaney (D) | R | R | R | R | R |
| 10 | Biaggi (D) | W | W | R | R | R |
| 11 | Brasco (D) | R | R | A | A | A |
| 12 | Chisholm (D) | R | R | A | R | A |
| 13 | Podell (D) | R | R | A | R | R |
| 14 | Rooney (D) | R | A | A | A | A |
| 15 | Carey (D) | A | R | A | A | A |
| 16 | Holtzman (D) | R | R | R | R | R |
| 17 | Murphy (D) | R | R | R | R | A |
| 18 | Koch (D) | R | R | R | R | R |
| 19 | Rangel (D) | R | R | R | A | R |
| 20 | Abzug (D) | R | R | R | R | R |
| 21 | Badillo (D) | R | R | R | R | R |
| 22 | Bingham (D) | R | R | R | R | R |
| 23 | Peyser (R) | W | A | R | R | R |
| 24 | Reid (D) | R | R | A | R | R |
| 25 | Fish (R) | W | R | R | W | R |
| 26 | Gilman (R) | W | R | R | W | R |
| 27 | Robison (R) | W | R | W | W | W |
| 28 | Stratton (D) | R | R | R | R | R |
| 29 | King (R) | W | W | W | W | W |
| 30 | McEwen (R) | W | W | A | W | W |
| 31 | Mitchell (R) | W | W | W | W | R |
| 32 | Hanley (D) | R | R | A | R | R |
| 33 | Walsh (R) | W | W | R | R | R |
| 34 | Horton (R) | W | R | A | R | R |
| 35 | Conable (R) | W | R | A | R | W |
| 36 | Smith (R) | W | W | R | R | W |
| 37 | Dulski (D) | R | R | R | R | R |
| 38 | Kemp (R) | R | W | A | R | R |
| 39 | Hastings (R) | W | R | W | W | W |
| **NORTH CAROLINA** | | | | | | |
| 1 | Jones (D) | W | W | W | W | W |
| 2 | Fountain (D) | W | W | W | W | W |
| 3 | Henderson (D) | W | W | A | W | W |
| 4 | Andrews (D) | A | W | A | W | W |
| 5 | Mizell (R) | W | W | W | W | W |
| 6 | Preyer (D) | W | R | W | W | W |
| 7 | Rose (D) | R | R | A | W | W |
| 8 | Ruth (R) | W | W | W | W | W |
| 9 | Martin (R) | W | W | W | W | W |
| 10 | Broyhill (R) | W | W | W | W | W |
| 11 | Taylor (D) | W | W | W | W | W |
| **NORTH DAKOTA** | | | | | | |
| AL | Andrews (R) | R | W | R | W | R |
| **OHIO** | | | | | | |
| 1 | Luken (D) | R | R | R | R | R |
| 2 | Clancy (R) | W | W | W | W | W |
| 3 | Whalen (R) | R | R | R | R | R |
| 4 | Guyer (R) | W | W | W | W | W |
| 5 | Latta (R) | W | W | W | W | W |
| 6 | Harsha (R) | A | W | W | W | W |
| 7 | Brown (R) | W | R | W | R | W |
| 8 | Powell (R) | W | W | W | W | W |
| 9 | Ashley (D) | R | R | A | R | R |
| 10 | Miller (R) | W | W | W | W | W |
| 11 | Stanton (R) | W | W | R | R | W |
| 12 | Devine (R) | W | W | W | W | W |
| 13 | Mosher (R) | R | R | A | R | W |
| 14 | Seiberling (D) | R | R | R | R | R |
| 15 | Wylie (R) | W | W | A | W | W |
| 16 | Regula (R) | W | W | W | W | W |
| 17 | Ashbrook (R) | W | W | W | W | R |
| 18 | Hays (D) | R | R | A | R | R |
| 19 | Carney (D) | R | R | R | R | R |
| 20 | Stanton (D) | R | A | R | R | R |
| 21 | Stokes (D) | A | R | R | A | R |
| 22 | Vanik (D) | R | R | R | R | R |
| 23 | Minshall (R) | W | W | A | A | W |
| **OKLAHOMA** | | | | | | |
| 1 | Jones (D) | R | A | R | W | W |
| 2 | McSpadden (D) | R | R | A | W | A |
| 3 | Albert (D) * | | | | | |
| 4 | Steed (D) | W | W | R | W | R |
| 5 | Jarman (D) | W | W | W | W | W |
| 6 | Camp (R) | W | W | W | W | W |
| **OREGON** | | | | | | |
| 1 | Wyatt (R) | W | A | R | R | A |
| 2 | Ullman (D) | R | W | R | R | R |
| 3 | Green (D) | W | W | W | R | W |
| 4 | Dellenback (R) | W | R | R | R | W |
| **PENNSYLVANIA** | | | | | | |
| 1 | Barrett (D) | R | R | R | R | R |
| 2 | Nix (D) | R | R | R | R | R |
| 3 | Green (D) | R | R | A | R | R |
| 4 | Eilberg (D) | R | R | R | R | R |
| 5 | Ware (R) | W | W | W | W | W |
| 6 | Yatron (D) | R | R | R | A | R |

* Generally, Speaker only votes in case of a tie.

| | | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| 7 | Williams (R) | W | A | A | R | R |
| 8 | Biester (R) | R | R | R | R | R |
| 9 | Shuster (R) | W | W | W | W | W |
| 10 | McDade (R) | W | R | R | R | R |
| 11 | Flood (D) | R | R | R | R | R |
| 12 | Murtha (D) | R | R | R | R | R |
| 13 | Coughlin (R) | R | R | A | R | W |
| 14 | Moorhead (D) | R | R | R | R | R |
| 15 | Rooney (D) | W | R | R | R | R |
| 16 | Eshleman (R) | W | W | W | W | W |
| 17 | Schneebeli (R) | W | W | W | W | W |
| 18 | Heinz (R) | R | R | R | R | R |
| 19 | Goodling (R) | W | W | W | A | W |
| 20 | Gaydos (D) | R | R | R | R | R |
| 21 | Dent (D) | R | R | A | R | R |
| 22 | Morgan (D) | R | A | R | R | R |
| 23 | Johnson (R) | W | W | W | W | W |
| 24 | Vigorito (D) | R | R | R | R | R |
| 25 | Clark (D) | R | R | R | A | R |
| **RHODE ISLAND** | | | | | | |
| 1 | St Germain (D) | R | W | A | R | R |
| 2 | Tiernan (D) | R | R | R | R | R |
| **SOUTH CAROLINA** | | | | | | |
| 1 | Davis (D) | R | R | W | W | W |
| 2 | Spence (R) | W | W | W | W | W |
| 3 | Dorn (D) | A | A | A | A | W |
| 4 | Mann (D) | W | W | W | W | W |
| 5 | Gettys (D) | W | W | W | W | W |
| 6 | Young (R) | W | W | W | W | W |
| **SOUTH DAKOTA** | | | | | | |
| 1 | Denholm (D) | R | W | R | W | R |
| 2 | Abdnor (R) | W | W | W | W | W |
| **TENNESSEE** | | | | | | |
| 1 | Quillen (R) | W | W | A | A | W |
| 2 | Duncan (R) | W | W | W | W | W |
| 3 | Baker (R) | W | W | W | W | W |
| 4 | Evins (D) | R | W | W | A | A |
| 5 | Fulton (D) | R | R | A | R | A |
| 6 | Beard (R) | W | W | A | W | W |
| 7 | Jones (D) | R | A | W | A | A |
| 8 | Kuykendall (R) | W | A | W | W | W |
| **TEXAS** | | | | | | |
| 1 | Patman (D) | A | R | R | R | R |
| 2 | Wilson (D) | R | R | R | R | R |
| 3 | Collins (R) | W | W | A | W | W |
| 4 | Roberts (D) | W | W | W | A | W |
| 5 | Steelman (R) | W | R | W | W | W |
| 6 | Teague (D) | W | W | W | W | W |
| 7 | Archer (R) | W | W | W | W | W |
| 8 | Eckhardt (D) | R | R | R | R | R |
| 9 | Brooks (D) | R | R | A | R | R |
| 10 | Pickle (D) | A | R | W | W | R |
| 11 | Poage (D) | A | W | A | W | W |
| 12 | Wright (D) | R | A | R | R | W |
| 13 | Price (R) | W | W | A | W | W |
| 14 | Young (D) | R | R | R | W | W |
| 15 | de la Garza (D) | R | A | W | W | W |
| 16 | White (D) | W | W | W | W | W |
| 17 | Burleson (D) | W | W | W | W | W |
| 18 | Jordan (D) | R | R | R | R | R |
| 19 | Mahon (D) | R | W | A | W | W |
| 20 | Gonzalez (D) | R | R | A | R | R |
| 21 | Fisher (D) | W | W | W | W | W |
| 22 | Casey (D) | W | W | R | W | W |
| 23 | Kazen (D) | R | R | R | W | W |
| 24 | Milford (D) | W | W | A | W | W |
| **UTAH** | | | | | | |
| 1 | McKay (D) | R | R | A | R | W |
| 2 | Owens (D) | R | R | R | R | W |
| **VERMONT** | | | | | | |
| AL | Mallary (R) | W | W | W | W | W |
| **VIRGINIA** | | | | | | |
| 1 | Downing (D) | W | W | W | W | W |
| 2 | Whitehurst (R) | W | W | W | W | W |
| 3 | Satterfield (D) | W | W | W | W | W |
| 4 | Daniel (R) | W | W | A | W | W |
| 5 | Daniel (D) W.C. | W | W | W | W | W |
| 6 | Butler (R) | W | W | W | W | W |
| 7 | Robinson (R) | W | W | W | W | W |
| 8 | Parris (R) | W | W | W | W | W |
| 9 | Wampler (R) | W | W | W | W | W |
| 10 | Broyhill (R) | W | W | W | W | W |
| **WASHINGTON** | | | | | | |
| 1 | Pritchard (R) | R | R | W | R | R |
| 2 | Meeds (D) | R | R | R | R | R |
| 3 | Hansen (D) | A | R | R | A | A |
| 4 | McCormack (D) | R | R | A | R | R |
| 5 | Foley (D) | R | R | R | R | R |
| 6 | Hicks (D) | R | R | R | R | R |
| 7 | Adams (D) | R | R | R | R | R |
| **WEST VIRGINIA** | | | | | | |
| 1 | Mollohan (D) | R | R | A | R | R |
| 2 | Staggers (D) | R | R | R | R | R |
| 3 | Slack (D) | R | A | R | R | R |
| 4 | Hechler (D) | R | R | R | R | R |
| **WISCONSIN** | | | | | | |
| 1 | Aspin (D) | R | R | R | R | R |
| 2 | Kastenmeier (D) | A | R | R | R | R |
| 3 | Thomson (R) | W | W | W | W | W |
| 4 | Zablocki (D) | R | R | R | R | R |
| 5 | Reuss (D) | R | R | R | R | R |
| 6 | Steiger (R) | W | R | W | R | W |
| 7 | Obey (D) | R | R | R | R | R |
| 8 | Froehlich (R) | W | W | A | W | W |
| 9 | Davis (R) | W | W | W | R | W |
| **WYOMING** | | | | | | |
| AL | Roncalio (D) | R | R | R | W | R |

# For Your Information

## ● Aircraft Landing Facilities

There was an increase of 295 aircraft landing facilities in the United States last year to bring the total to 12,700, according to the Federal Aviation Administration.

Included in the year-end total were 10,961 airports, 1,280 heliports, and 459 seaplane bases. Also covered were 42 airports in the U.S. possessions or territories.

The 1973 increase was achieved despite abandonment of 353 landing facilities during the year.

## ● Meat Labeling

The National Live Stock and Meat Board is developing a program to standardize labeling on cuts of meat.

Widespread adoption of the meat identity code, it is anticipated, would eliminate some 700 popular but often misleading names for fresh cuts of meats. The program would reduce consumer confusion and return meat identification to the classic definition of cuts such as roast, chops, etc.

Currently there are about 1,000 retail meat names in use. They would be boiled down to a group of 300 standard names and, to be correctly labeled, would contain the lean-to-fat ratio expressed as a percentage.

Most large grocery chains are expected to adopt the standard labeling system by the end of the year.

**The National Consumer Finance Association says that a 1974 standard size auto will cost $15,892 to own and maintain over its approximate 100,000-mile 10-year life.**

## ● Jewelry Popular

*Jeweler's Circular Keystone,* trade magazine for the jewelry manufacturing industry, says a survey shows that expensive jewelry is in great demand—mostly as a hedge against inflation.

Jeweled items valued at $5,000 and up are more in demand. One firm noted a dramatic increase in the sales of five to 10 carat diamond rings.

Many companies say it is not only the rich who are buying expensive jewelry, but that a lot of middle-income people are making such purchases.

## ● Park Traffic Down

National Park Service officials say that attendance by vacationing travelers decreased this summer at the nation's major national parks.

Several parks have had 10 per cent less traffic than last year, and Yellowstone National Park—one of the most popular through the years—showed a drop of 22 per cent in June traffic despite beautiful weather.

Officials attributed the decreased park touring to economics because it costs so much for a family to travel and eat out.

## ● 16,689 New Doctors

Some 16,689 new doctors received licenses to practice medicine in the United States last year, according to the American Medical Association.

The AMA said the number was 15 per cent higher than the doctors newly licensed in 1972 and was the largest 1-year gain ever recorded in medical manpower.

After subtracting the number of American doctors who died and the foreign doctors who returned to their homeland, the net increase in physicians for 1973 was 12,306—raising the total number of licensed practitioners to 326,933.

## ● Aging Lakes

Nutrients which cause lakes to age more rapidly than normal are on the increase, according to Russell Train, administrator of the Environmental Protection Agency.

Train said recently that more than half the waterways measured by EPA are exceeding guidelines for phosphorus. In addition, about one-fourth of the lakes show nitrogen nutrients exceed recommended levels.

Phosphorus and nitrogen nutrients are the primary cause of eutrophication—the accelerated aging of a body of water.

On the other hand, noted Train, two areas of water pollution receiving the most widespread controls—coliform bacteria and oxygen demand—are generally improving in the nation's waterways.

## ● Christmas Lights

Prospects are dim this year for Christmas light and decoration manufacturers.

Last year's restriction on the use of Christmas lights kayoed sales of all sorts of ornaments utilizing electricity. Industry sales generally plummeted about 75 per cent.

Retailers still have large stocks of lights on hand left over from the last holiday season.

The Christmas Decoration Association has hired an advertising agency to try and rekindle consumer interest by stressing the idea that Christmas lights use little electricity.

## • Strike History

People are apt to associate strikes with modern trade unionism but British historians have found that strikes not only were more common 200 years ago but also more violent.

In 1763, for example, silk weavers in the town of Spitalfields were described as "bold, determined and strongly organized" when they went on strike.

When their request for a wage increase was refused, the silk weavers rioted. They destroyed looms, beat up journeymen who refused to join them, and hanged and burned in effigy an unpopular employer while masked and disguised in sailors' dress—"armed with cutlasses and other dangerous weapons."

## • Avocado Rustlers

California avocado growers have had their troubles lately what with rustlers thieving an estimated $1 million of their $28 million crop.

Officials say that the thieves, hidden by the thickly foliaged trees, can drive into a grove and completely strip 10 to 15 acres without being seen.

While the growers generally get about 45 cents a pound for avocado, the rustlers of course sell cutrate to independent food stores and roadside stands.

## • F-o-u-n-d-a-t-i-o-n-s

There are now an estimated 25,000 so-called non-profit foundations operating in the United States.

The 33 largest foundations, each of which has assets exceeding $100 million, account for the bulk of the $20 billion of the total assets of all 25,000 foundations.

In theory, foundations are created to do good deeds by making grants, help raise money for fighting disease, and so forth.

In actual practice, however, it has long been recognized that the great majority of the foundations are operated more or less as private banks for the rich in a system which saves them money at tax time.

**The National Electrical Manufacturers Association took a survey and was shocked to learn that 33 per cent of the public does not know what makes electricity or where it comes from.**

## • ESP and Horses

Parapsychologists believe that people capable of extrasensory perception have a good shot at picking winners at the horse races.

In fact, say the experts, a lot of horse players might do better if they stopped looking for the winners and let the winners come to them. One woman with a highly rated ESP insists that sometimes the names of horses on the racing program "practically jump right out of the page at me."

Dr. J. B. Rhine, a pioneer in parapsychology, adds: "Picking horses through ESP is entirely possible, in view of what we've found in other cases. Many winners have been predicted in dreams."

## • Air Mail Demise

There are indications that the air mail stamp in the United States may go the way of Pony Express and fade into history.

Postmaster General E. T. Klassen has intimated that he may soon ask for the elimination of the air mail classification because it has become relatively meaningless. There are two reasons: Much of the first class mail is now being moved by air, and the quantity of mail bearing air mail postage has been declining.

Studies for the postal service have recommended that air mail postage be eliminated. Test mailings frequently have shown that air mail arrived no sooner than first-class mail despite the extra postage.

## • Pizza Boom

Undaunted by wheat and beef shortages, pizza makers in the United States are flying to new production records every month.

Pizza sales have grown at a steady 35 per cent rate in recent years. Sales now have reached the point of $3 billion annually. Two-thirds of the sales are by the small "mom and pop" pizza shops concentrated in the eastern portion of the land.

Corporate giants are moving into the lucrative food field, however, and several pizza chains are getting more than a toehold in the market.

## • Sugar Future

Sugar prices, which increased 89 per cent between January and July, are expected to experience a decline by year's end, according to Arthur Calcagnini of the Agriculture Department's sugar division.

However, Saul Kolodny, director of economic research for Amstar, the largest sugar marketer in the United States, says retail prices will go still higher before any decline appears.

The rapid climb in sugar prices has been attributed to the energy crisis as enriched Arab countries bid freely for limited worldwide sugar production.

Also a factor has been increased consumption coupled with a decline in sugar stockpiles.

## • Mr. Average Veteran

Mr. Average among America's 29.2 million living veterans is now 45.5 years of age, according to the Veterans Administration.

Some 1,300 veterans of the Spanish-American War survive with an average age of 94.5—they are offset by more than 7 million vets of the Vietnam War era with an average age of 27.7.

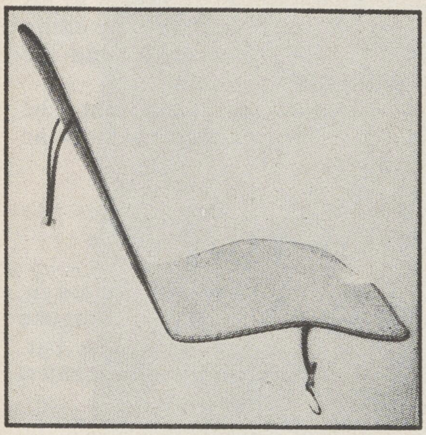
## • 100th Birthday

The Women's Christian Temperance Union, better known as the "WCTU," recently celebrated its 100th birthday at the organization's annual convention.

Nearly 1,000 delegates attended the meeting featured by the group singing choruses of their famous song: "Beverage Alcohol Must Go."

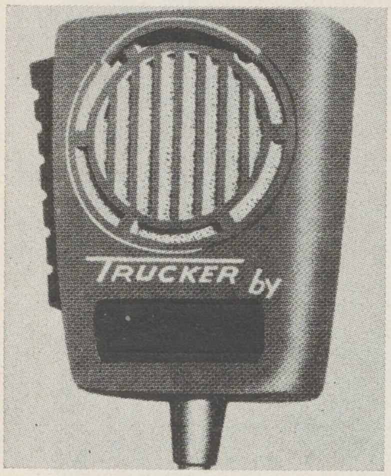
The WCTU was founded with the aim, as the pledge states, of fighting the existence of "all distilled, fermented and malt liquors, including wine, beer and cider."

# WHAT'S NEW



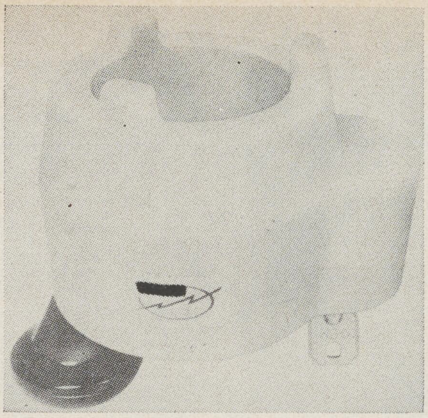
## Seat Pad

This all wool seat pad which was "designed, manufactured and marketed" by a trucker is said to be used extensively by professional road drivers. The manufacturer says it will not chafe your cloths, prevents back aches from drafts, helps you stay comfortable and dry in hot weather and comfortable in cold weather. Bound in leatherette, it is ¼-inch thick and measures 18 inches x 36 inches and rolls up and snaps for easy carrying. The pad attaches directly to seat but is easily removed.



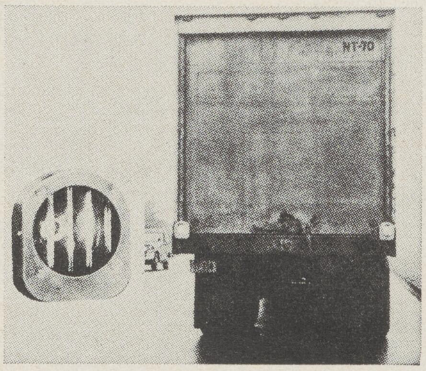
## New Truck Mike

A new microphone for citizens band application in the trucking industry has been announced. The mike has been field-tested on actual hauls by truck drivers, the company reports, with encouraging reports on noise-cancelling features. The mike has an adjustable output.



## Kingpin Lock

This recently introduced kingpin lock weighs 7½ pounds and fits easily onto any standard trailer kingpin says its manufacturer. It is made of forged steel and is list-priced at $32.95.

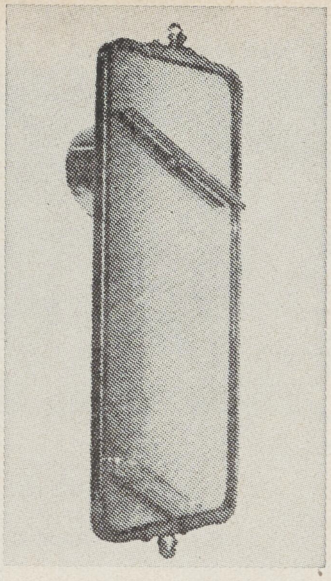


## Safety Light

A new high frequency pulsing safety light recently marketed is said to have exceptional penetrating power in fog, rain, snow or dust storms. The manufacturer says the light is visible for more than 1,000 yards in light fog and at 100 yards in dense fog.

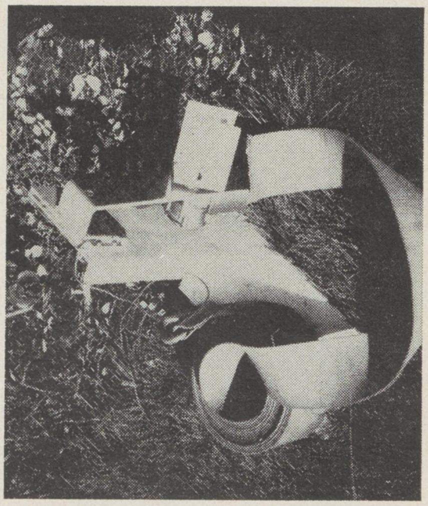
*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**



## All Weather Mirror

A new all weather truck mirror has been introduced. The manufacturer guarantees it against all mechanical defects for one year from date of purchase by original purchaser. Four models are available: deluxe mirror w/motor and defroster; standard (M) w/motor; standard (D) w/defroster; and standard—mirror only.



## Electric Belt Roller

Flat bed truckers will find this electric belt roller handy says its manufacturer. Only one electric belt roller is needed for each tractor. It rolls up for storage all tiedown belts used on their loads. The unit comes assembled and ready to use. Just bolt bracket and socket to side of tractor, run electric wire from battery to socket at bracket, put roller on bracket, and plug into socket. Put end of belt in roller, turn switch and belt is rolled up. Remove belt. When all belts are rolled, put roller in box with belts.

# LAUGH LOAD

## Some Cut-up!

The old drunk had been lapping it up in a bar and, before leaving for home, bought a half-pint to last him on his way. As he stepped into the street a car hit him, spinning him into the gutter. As he staggered upright, he felt something wet in the vicinity of his hip pocket. He felt around there, looked with relief at his hand, and sighed with relief:

"Thank hevvin! It's only blood!"

## How To Shush Texans

The Alaskan was getting pretty fed up with listening to the professional Texan complain about how Alaska had made Texas only the second largest state. Finally he shut him up for good when he said:

"If you don't keep quiet, we'll split in half and then you'll be the third largest!"

## The Guy's A Genius!

A young man applied to a finance agency for a job but he had no experience. He was so intense that the manager gave him an account to collect with the promise that, if he collected it, he would give him a job. "He'll never collect it," he told his secretary. "It's that baker down the street who's owed us the money for three years." Much to his surprise the young man came back with the entire debt in his pocket. "This is amazing!" said the manager ". . . just how did you do it?"

"Easy," replied the youngster. "I told him if he didn't pay up, I'd tell all his other creditors he had paid us!"

## Shorty's Short Story

A tourist in Africa went into a bar, where he was amazed to see a miniature hunter, complete with pith helmet and boots, sitting at the bar. "Gosh, he's tiny," he remarked to the bartender. "How can a big game hunter be so little?"

"Hey, Tiny", called the bartender, "tell the man about the time you called the witch doctor a big faker!"

## His Fate Was Settled

The newly-elected member of Congress was giving an interview. "When I was a small boy my parents placed before me an apple, a prayer book, and a dollar bill, which represented farming, the religious life and banking . . . to see which I would choose. Well, I ate the apple, read the book, and put the dollar bill in my pocket. Then they decided I was born a politician!"

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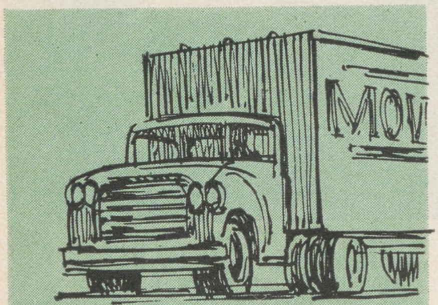
# MOVING? *Let Your Local Union Know!*



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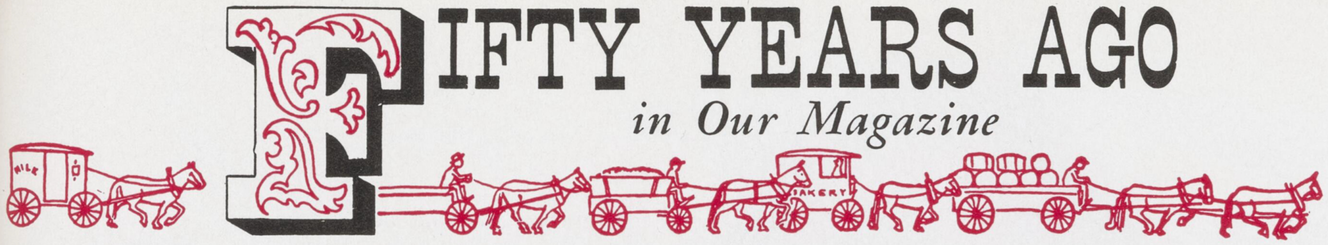
NAME OF EMPLOYER........................................

**Give this form to your Business Agent, Job Steward or mail to your Local Union Office.**

# FIFTY YEARS AGO

## *in Our Magazine*



**VOLUME XXI** *(From the October, 1924, Issue of the TEAMSTER)* **NUMBER 10**

## Boston Teamsters Move Bank

Our membership, employed by C. Bowen & Company, truckmen of Boston, recently moved the First National Bank of that city from its old place of business into its new home. The total resources of the bank amount to $338,000,000, and the amount of treasure in the safety deposit boxes no one knows, but, at a rough guess, it would be safe to say that there is over one hundred million dollars stored away in those boxes. This would include bonds of every description, diamonds and valuables of all kinds, as some of the richest and oldest families in New England do business with that bank. Part of the outfit that had to be moved was sixty sets of boxes, each set or case weighing four tons each. This stuff had to be hoisted from the basement to the first floor, rolled to the street, hoisted on to the trucks and this same proceeding obtained at the place of delivery or into the new building.

There were nearly one hundred men employed, all gilt-edge A No. 1, union men, members of our organization. They received as pay up to 12 o'clock Saturday night about 85 cents an hour and after that time, until Tuesday morning, double that amount, or $1.70 an hour.

There were 50 police and plain clothes men on the job keeping an eye on the property. The drivers, chauffeurs and helpers not only kept their eyes on the property but also on the policemen.

The bank closed its doors Saturday noon at the regular time and opened for business on Tuesday morning after Labor Day at the regular hour in its new home, every box, case, desk and chair being placed in position; every officer and clerk in the bank properly located and ready for business.

## A Lesson in Prolonging Life

According to an edifying statement from the United States army, good care prolongs the lives of mules and horses.

In the army service mules and horses have the average age of fourteen years, while in civil life eleven-year old animals are regarded as beyond the age of usefulness. Regularity of diet, exercise, rest, grooming, and other care, the army experts say, are responsible for the animals' longevity.

In the army's experience there is a lesson for industry. Industry can give as fair treatment to its human workers as the army gives to its animal toilers.

Surely if the lives of army mules can be prolonged with good care, the lives of human beings can be lengthened in the same way.

By means of its economic power organized labor seeks to bring about fair treatment of all workers. This means adequate wages, reasonable leisure and good working conditions.

Toilers in well organized trades are benefiting in health and longevity. As we become more civilized, society as a whole shows an increasing tendency to recognize the workers as the nation's most precious asset.

### President Ignores 12-Hour Day in Federal Service

Washington—In his Labor Day speech the President expressed pleasure at what he termed the "abolition" of the twelve-hour day and seven-day week in the steel and box board industries, and now President Steward, of the National Federation of Federal Employes, tells him he overlooked the twelve-hour day and the seven-day week in the government service.

In an open letter, President Steward reminded the Chief Executive that the twelve-hour day and the seven-day week exists "for many civilian employes, such as the tenders of government locks, keepers of lighthouses and many custodial employes."

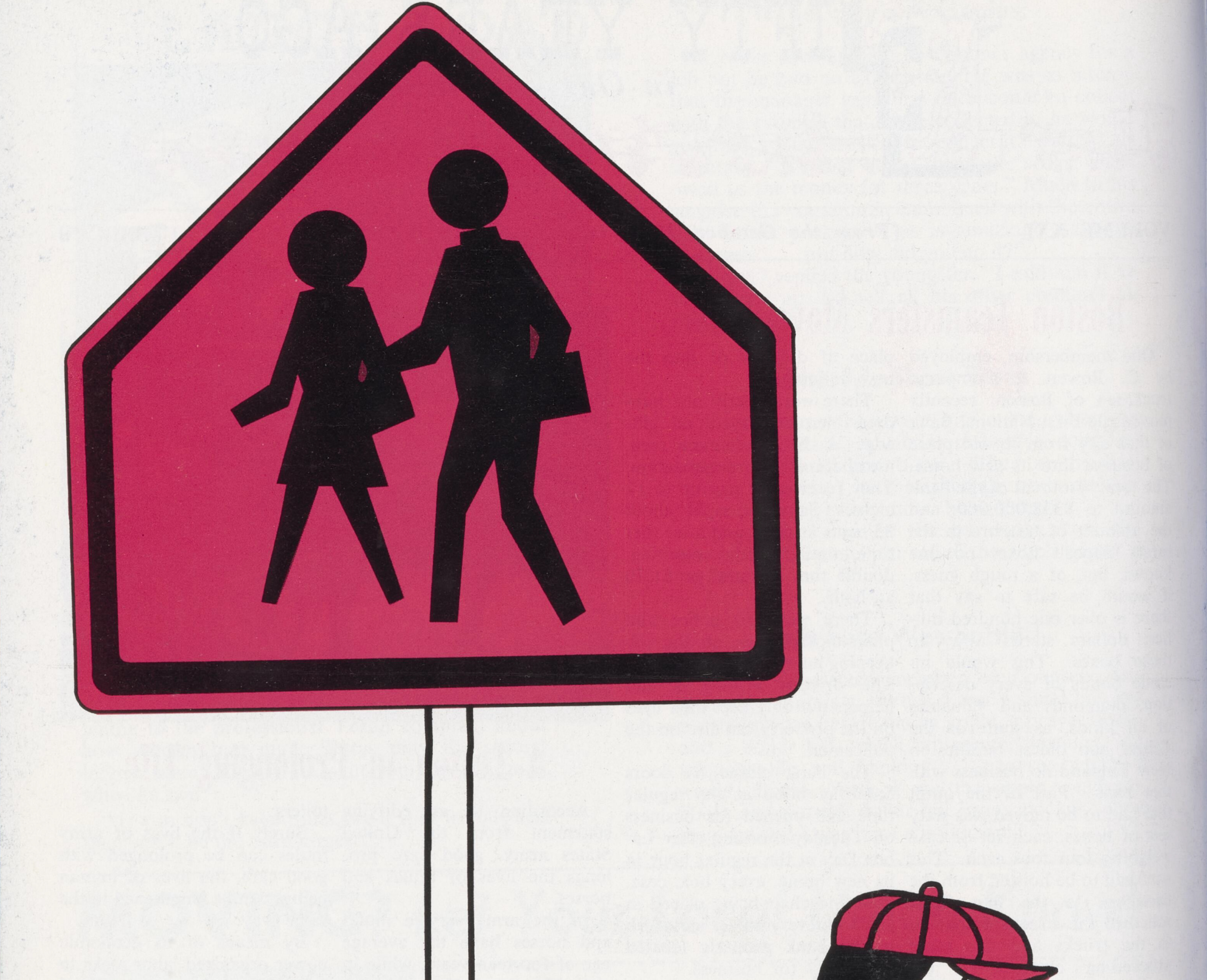
Objection is recorded by the trade union executive to the President's statement that "one of the outstanding features of the present day is that American wage earners are living better than at any other time in our history" and that the standard of living, in terms of money, "is now only 69 per cent above the level of 1913."

"These are grimly tragic words to the thousands of federal employes whose average increase in pay since 1913 has not exceeded 25 per cent."

### Teamster is Chief Marshal for Labor Day Parade

Vice-President Michael Casey, who is also President of Local Union No. 85, was chief marshal on Labor Day, in San Francisco, of one of the largest labor parades which ever took place on the western coast.

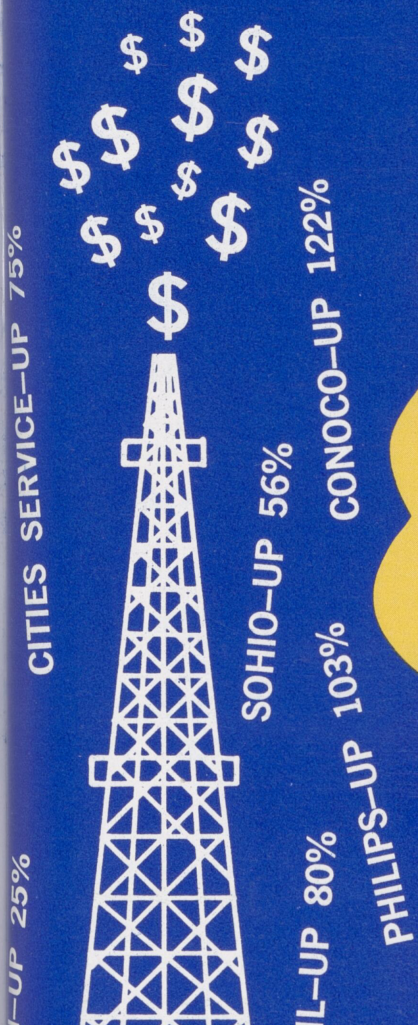
Our organization in that district, as in many other districts, is looked upon with confidence and pride by the rank and file of trade unionists. Why? Because the officers of our local unions have been loyal to their trust and only square dealing, manliness and honesty prevails.



SCHOOLS OPEN—DRIVE CAREFULLY

THE INTERNATIONAL
**Teamster**
DEDICATED TO SERVICE NOVEMBER 1974

# OIL PROFITS SOAR



UP–045

TULSA (UPI)—SKELLY OIL CO. HAS ANNOUNCED AN INCREASE OF 186 PER CENT IN NET INCOME FOR THE FIRST NINE MONTHS OF 1974 ABOVE THE SAME PERIOD LAST YEAR, AND AN INCREASE OF 279 PER CENT FOR THIRD QUARTER EARNINGS.

SKELLY REPORTED INCOME FOR THE NINE-MONTH PERIOD WAS $77.8 MILLION, OR $6.56 PER SHARE, COMPARED WITH $27.2 MILLION, OR $2.29 PER SHARE, IN 1973. IN 1973, THE THIRD QUARTER INCOME WAS $31.1 MILLION, OR $2.63 PER SHARE, COMPARED WITH $8.2 MILLION OR 69 CENTS PER SHARE.

UP–047

TULSA (UPI)—MARATHON OIL CO., ONE OF THE GIANTS, HAD A 78 PER CENT GAIN IN NINE MONTHS PROFIT TO $129.57 MILLION OR $4.32 A SHARE FROM A RESTATED $72.92 MILLION OR $2.44 A SHARE A YEAR AGO. SALES GREW TO $2.345 BILLION FROM $1.3 BILLION.

FOR THE THIRD QUARTER, MARATHON EARNED $1.62 A SHARE, UP FROM $1.32 LAST YEAR AS SALES ROSE TO $783.39 MILLION FROM $456.94 MILLION. CHAIRMAN J. C. DONNELL SAID PROFITS INCREASED FROM BOTH DOMESTIC AND FOREIGN OPERATIONS.

UP–056

TULSA (UPI)—TEXACO, INC., EARNED $1.40 A SHARE IN THE THIRD QUARTER, UP FROM $1.15 LAST YEAR, IN SPITE OF LOSSES OF $75 MILLION ON FOREIGN CURRENCY TRANSACTIONS.

FOR NINE MONTHS, TEXACO, EARNED $1.428 BILLION OR $5.26 A SHARE ON REVENUES OF $17.26 BILLION, UP FROM $838.9 MILLION OR $3.09 A SHARE A YEAR AGO WHEN NINE MONTHS SALES WERE $8.255 BILLION.

# Get a Withdrawal Card From Your Local Union When Leaving the Craft

# When You Move Notify Your Local Union of Your New Address

# LABOR NEWS IN THE HEADLINES

| | |
|---|---|
| WASHINGTON, D.C. | The construction trades and the Alyeska Pipeline Service Co., have agreed to name John T. Dunlop, noted arbitrator, as the impartial arbitrator to resolve any jurisdictional disputes which may arise under the Trans-Alaska Pipeline Project Agreement. Dunlop is the former chairman of the Construction Industry Stabilization Committee. |
| UNDATED | To comply with postal privacy laws, the Domestic Satellite Corporation has told the federal government its planned satellite mail-transmission system will employ blind workers. The workers will take electronically sent letters from facsimile machines and seal them in envelopes that regular letter carriers will deliver. |
| NEW YORK CITY | A company in New York City, reports the Wall Street Journal, is now producing plastic picket signs with colors that will not fade in sunlight or run with rain. |
| OTTAWA, ONT. | The number of Canadian women working outside their homes increased by more than one million between 1962 and 1972, according to Canada's Labor Department. The total number of women now working in Canada is just 50,000 shy of three million. |
| WASHINGTON, D.C. | The U.S. Department of Interior has designated as national landmarks two buildings that have been significant in the history of organized labor. Both are located in Washington, D.C. One structure housed the AFL headquarters from 1916 to 1956. The other building was the one-time home of Samuel Gompers. |
| UNDATED | The new pension law sweetens existing tax deductions for self-employed persons' pension plans. Life insurance companies say they are being deluged by doctors, lawyers and other professionals seeking to set up pension-plan investment programs. |
| WASHINGTON, D.C. | Labor Department officials believe that state unemployment compensation benefit payments will reach $8 billion for the year ending next June 30th. The forecast is a substantial increase over the original prediction of $6 billion. A danger note: Some 30 state funds do not meet so-called "solvency guidelines" of having enough funds to pay benefits for 18 months at previously experienced high levels. |
| LOS ANGELES, CALIF. | Strains on the heart caused by physically or emotionally demanding jobs make many workers high health risks, according to a study of 3,582 county employees made by Dr. Jean Spencer Felton, director of the Los Angeles County Occupational Health Service. |
| UNDATED | The National League of Cities is reported preparing to ask the Supreme Court to find unconstitutional the recent extension by Congress of the Fair Labor Standards Act to state and local employees. State and municipal officials are irked by the federal influence on their policies. |
| NEW YORK CITY | Trade union methods are seeping into all areas of society. Only recently, for example, some 500 lawyers employed by the Legal Aid Society in New York City went on strike to support their demand for a 20 per cent pay raise. They even manned a picketline. |
| BOSTON, MASS. | Historical evidence shows that skilled workmen played a part in winning the American revolution as did its vocal leaders. Bricklayers and carpenters in Boston just 200 years ago refused to help build barracks for companies of British soldiers sent from England after the Boston tea party to "keep the colonials in line." |
| NEW YORK CITY | The Federal Bar Association's Council on Labor Law and Labor Relations plans to hold a national labor relations institute in New York City in late November. Also taking part in the 2-day meeting will be the New York State Bar Association in cooperation with The Bureau of National Affairs, Inc., a private research organization. |
| WASHINGTON, D.C. | Unemployment in the United States increased 440,000 to bring the jobless rate to 5.8 per cent of the workforce. Total unemployed amounted to 5.3 million. |

THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

***The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.***

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## TWO SPECIAL REPORTS

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**Editorial material should be addressed to:**
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# FROM THE FIELD

### STANDARDS COMMITTEE HAS TEAMSTER MEMBER

Warren Morse, Western Conference of Teamsters representative, recently was appointed as an employee representative on the 15-member federal Standards Advisory Committee on Agriculture. Created under the Occupational Safety and Health Act of 1970, the committee is charged with making recommendations on employee safety and health in agricultural operations.

### KENTUCKY LEADER NAMED TO PANEL

Paul W. Priddy, president of Teamster Local 89 in Louisville, Ky., was appointed by Lt. Gov. Julian Carroll recently to serve on the Kentucky Legislative Research Commission's citizens advisory subcommittee on legislative compensation. The purpose of the subcommittee is to assess the level and various forms of legislative compensation, and the procedures followed in setting each form of compensation.

### S.C. DRIVER'O'YEAR IS TEAMSTER MEMBER

Lloyd A. Pace, a member of Teamster Local 28 in Taylors, S.C., recently was named South Carolina's "driver of the year" by the South Carolina Council of Safety Supervisors and the Motor Transportation Association of South Carolina. Pace, a driver for Johnson Motor Lines, has rolled up more than two million miles in the past 25 years with only one chargeable accident.

Several times the Teamster has been commended for saving people from certain death in cases of fire and road accidents.

### ST. LOUIS PIONEER TAKEN BY DEATH

Edward C. Brown, one of the builders of a local union that later became Teamster Local 688 in St. Louis, Mo., died recently at the age of 61. He was a leader in an independent union which merged with Local 688 in 1949. In later years, Brown became the assistant research director for the Central Conference of Teamsters. He retired a year ago.

### WAR VETS HONOR TEAMSTER OFFICER

Nicholas Raimo, secretary-treasurer of Teamster Local 843 in Springfield, N.J., was presented a plaque by the members of his post of the Italian American War Veterans recently for service to his community and for his activities in sponsoring an annual orphans' day.

### MEMBERS ELECTED LEGION OFFICERS

Frank Bovio and John Connor, long-time members of Teamster local unions in Pennsylvania, recently were elected to new offices at American Legion Post No. 921 in Philadelphia, Pa. Bovio is a driver for Penna Truck Lines and has been a member of Local 470 in Philadelphia for 23 years. Connor, a driver for Matlack, Inc., has been a Teamster for 26 years and presently is a member of Local 312 in Chester, Pa. They switched jobs at the Legion post this year. Bovio served as senior vice commander last year after holding the job of commander for 8 years. He was elected commander. Connor, who served as commander last year, was elected senior vice commander.

### JERSEY OFFICER TAKEN BY DEATH

William Farrell, trustee and business agent of Teamster Local 617 in Jersey City, N.J. died recently at the age of 57. Farrell began driving a truck in lower New York City at the age of 17 and served as a shop steward for 23 years. He later became a business agent and worked in that job for 17 years.

### PHILLIE OLDSTER DIES IN FLORIDA

William F. Kelleher, a former business agent of Teamster Local 107 in Philadelphia, Pa., and one of the founders of that union, died in Florida recently at the age of 76. He was a Local 107 BA from 1933 until 1954.

### JOINT COUNCIL 25 HONORS DAN COLUCIO

Teamster Joint Council 25 of Chicago, Ill., passed a resolution in remembrance of the late Daniel J. Colucio, vice president of the council who died last September. Colucio served as an officer of the joint council for 25 years and was an active member of organized labor starting from 1913. He was the founder of Teamster Local 761 in 1925 and served as the chief executive officer of that Chicago-based union through the years.

The joint council resolution extolled his qualities of leadership, loyalty and integrity.

### RETIREE HONORED WITH SPECIAL TROPHY

John O'Shea, a retired member of Teamster Local 64 in Providence, R.I., received a special trophy of his own on the occasion of having directed the Columbus Day races in Rhode Island for 25 years. O'Shea was a Teamster many years and also was a local union trustee at one time.

### NEW YORK AGENT TAKES RETIREMENT

Joseph Boneillo has retired after a 47-year affiliation with Teamster Local 814 in Long Island City, N.Y. Boneillo joined the local union in 1927 and became a member of its executive board in 1932.

He was elected a business agent in 1938 and remained in that job until retirement, becoming known as a "walking history" of the local union.

# OBSERVATIONS OF THE GENERAL PRESIDENT

TWO THINGS, I think, pretty well tell the story of inflation and what is causing it. One for sure tells what is not causing it.

The cover of this issue of The International Teamster points to the unbelievable profits of oil companies. New reports coming in each day on oil companies are not reported on here. And, oil is not the only industry where profits are astronomical. We will make a concentrated effort in upcoming issues of the Teamster magazine to report on corporate profits and how they mesh with the rest of the economy.

The Labor Department has issued its quarterly report on collective bargaining settlements. It shows two things. One, it shows wage increases in major collective bargaining running at 11.1 per cent. But, it also shows that wages, despite efforts of labor to catch up in past months, are not rising as fast as price increases.

The dilemma of the working man in this country today was pointed out in a recent edition of a Washington, D.C., newspaper which ran stories side by side. One reported on the wage settlements mentioned above. The other ran under the headline: "GM to Cut Output, Idle 6,000."

That story told about GM cutting back its production and the indefinite layoff of 6,000 workers. The story also recounts similar layoff plans at Chrysler Corp.

So, we find America's workers in the following position:

1. Prices for everything they need to live are increasing at unheard of rates.
2. Even hefty wage increases at the bargaining table fail to maintain for the worker the purchasing power he needs to provide for himself and his family.
3. With runaway inflation already a reality, the worker is threatened with a deepening of the recession and layoffs, as those experienced in the auto industry and others.

It's not a very pretty picture. That picture is made even worse by a program which plans to fight inflation by giving even greater tax breaks to business while imposing a surtax on middle income groups and unwilling to provide public sector jobs to the unemployed until joblessness reaches 6 per cent of the work force.

When our government decided to put a man on the moon, it utilized a novel and advanced technology which accomplished the job according to the timetable. Faced with a very troubled economy, government preaches old time religion to atone for modern day economic sins.

We in the Teamsters have been calling for price rollbacks where profits have been exorbitant. So far, our calls have fallen on deaf ears. We hope that as the profit reports come in and pile up, as unemployment statistics tell the full and shocking story, and as the further eroding of worker purchasing power finds its way through government reports, that our message will have some impact.

The time is fast running out for a country which is headed for a severe recession or a depression if our government leaders don't muster up the political courage to act in an effective way.

Frank E Fitzsimmons

**Teamster general executive board shown in session at its regular quarterly meeting, held last month in California.**

**In California**

# GEB Holds Quarterly Meeting

AT AN HISTORIC quarterly meeting of the Teamster general executive board last month in La Costa, California, first vice President Einar O. Mohn announced his retirement.

Mohn had been a member of the general executive board for 22 years. A resolution praising his service to the Teamster movement was unanimously adopted by board members. (Text of the resolution appears elsewhere in this edition of the *International Teamster.*)

Mohn's successor as director of the Western Conference of Teamsters, M. E. 'Andy' Anderson, was appointed by General President Frank E. Fitzsimmons to replace Mohn as an International Union vice president. The appointment was unanimously approved by the general executive board.

In another historic move, the general executive board voted to seek Internal Revenue Service approval of a 10 per cent increase in benefits for retirees under the Teamsters Affiliates Pension Fund. Another change voted by the board for which IRS approval is sought will increase the salary cap upon which pension benefits are calculated from $20,000 annually to $40,000.

Board members also voted to retain the Wyatt Company as administrators of the Teamster Affiliates Pension Fund and the Retirement and Family Protection Plan.

Board members heard reports from General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller.

Both reports dealt at length with Teamster positions taken recently at the economic summit conducted by President Ford, and upon legislative proposals advanced by Ford as inflation-fighting measures.

In other action, the general executive board:

—Approved a projected cost of $4 million for an addition to be built to International Union headquarters in Washington, D.C. With a rapidly expanding membership, the union has run out of space in its headquarters building, dedicated in 1955, to house staff to service the membership. The addition will be built adjacent to headquarters on property already owned by the union.

—Named General Secretary-Treasurer Miller to replace Mohn as a member of the Committee for National Health Insurance. Fitzsimmons and Vice President Harold Gibbons also serve on the committee.

—Voted to hold the 1976 International Union convention in Las Vegas, Nevada. The convention previously had been scheduled for New Orleans, Louisiana, but had to be switched when hotel reservations could not be secured for the nearly 3,000 delegates who will attend the convention.

Board members heard reports from the IBT legislative and legal departments. Both reports dealt at length with the new pension reform bill recently passed by the Congress and signed into law by President Ford.

## Einar Mohn Retires

Einar O. Mohn, a vice president on the International Union general executive board for 22 years, announced his retirement October 1, 1974. Mohn earlier had retired as director of the Western Conference of Teamsters. Mohn's service to the Teamsters spanned 41 years, during which he served as administrative assistant to General President Dave Beck, president of Joint Council 42, and since 1958 as Western Conference director.

## New Vice President

M. E. 'Andy' Anderson, director of the Western Conference of Teamsters, has been appointed an International Union vice president. His appointment by General President Frank E. Fitzsimmons to replace retiring Einar O. Mohn on the general executive board received unanimous approval of board members. Anderson replaced Mohn as Western Conference Director this spring when Mohn retired from the post.

## Honoring Einar O. Mohn

**WHEREAS,** this meeting of the General Executive Board marks the final appearance as an officer of our First Vice President Einar Mohn after many years of dedicated, devoted and unselfish service to our great International Union, the Western Conference and our affiliated organizations, and,

**WHEREAS,** his years of service have spanned the most fruitful and vigorous years in the growth of our great International Union, and,

**WHEREAS,** we will sorely miss his calm and reasoned approach to our problems, his judicious temperament and the wisdom which he has accumulated over the many years of his experience as one of our most respected officers,

**NOW, THEREFORE, BE IT RESOLVED** that the General Executive Board in meeting assembled this first day of October, 1974, does herewith express and spread upon its minutes its deepest appreciation for the great contribution Einar Mohn has made to the International Brotherhood of Teamsters, the warmth and friendliness and consideration which he has always shown his associates and our sincerest hopes that he spend his remaining years with his lovely wife and family in good health and tranquility and happiness he so justly deserves, and

**BE IT FURTHER RESOLVED** that the General President and General Secretary-Treasurer be and are hereby authorized to present to Einar Mohn a fitting gift or memorial as in their judgment they believe appropriate.

## Proposals Outlined

*(Editor's Note: The following, in capsule form, are President Ford's 10 proposals for whipping inflation as outlined in his address to a joint session of the Congress, October 8, 1974.)*

1. FOOD. The removal of remaining acreage limitations on rice, peanuts and cotton to increase production and lower prices, with assured allocations of needed fuel and fertilizer. Council on Wage and Price Stability to expose restrictive practices that raise prices.

2. ENERGY. Creation of a national energy board to develop a national energy policy and program under direction of Secretary of Interior Rogers C. B. Morton. Imports of foreign oil to be reduced 1 million barrels a day by the end of 1975; all oil-fired power plants to be eliminated by 1980, and automobile gasoline efficiency to be increased 40 per cent in four years.

3. RESTRICTIVE PRACTICES. Legislation to increase antitrust violation penalties from $50,000 to $1 million for corporations, and from $50,000 to $100,000 for individuals.

4. INCREASED CAPITAL SUPPLY. Legislation to increase investment tax credit from the present 7 per cent for industry generally and 4 per cent for utilities to 10 per cent to stimulate industrial expansion.

5. INFLATION CASUALTIES. Legislation to provide unemployed persons who have exhausted regular and extended unemployment benefits a further 13 weeks of benefits, and to provide 26 weeks of benefits for those not covered by unemployment insurance. Creation of a community improvement corps to provide work for the unemployed when unemployment exceeds 6 per cent nationally.

6. HOUSING. Legislation to make more home mortgages eligible for purchase by a federal agency. Under the present law, only Federal Housing Administration and Veterans Administration mortgages are eligible and they comprise only 20 per cent of total mortgages.

7. THRIFT INSTITUTIONS. A promise to work with Congress on measures to alleviate problems of savings and loan institutions hard hit by the increased cost of home building, high interest rates and deposit withdrawals.

8. INTERNATIONAL INTERDEPENDENCY. Early passage of an "acceptable" trade reform bill but no specifics on what would be "acceptable."

9. FEDERAL TAXES. Legislation imposing a one year, 5 per cent tax surcharge on corporate and individual incomes, with families having gross incomes under $15,000 excluded. The estimated $5-billion in revenue, the President said, should pay for the new programs recommended.

10. SPENDING. If Congress agrees to his spending target of $300-billion for the fiscal year 1975, the President will propose spending cuts and deferrals to meet the targets.

### Economic Imput

## Fitzsimmons Among Advisors Named by President Ford

Teamster General President Frank E. Fitzsimmons has been named by President Gerald Ford to serve on a White House Labor-Management Committee which is part of the President's program to control inflation.

Fitzsimmons is joined on the committee by seven other labor leaders and eight members from business. John C. Dunlop, Harvard economist who was director of the former Cost of Living Council, was named as chairman of the committee.

Other labor leaders on the committee include I. W. Abel, president of the United Steelworkers; Murray M. Finley, president of the Amalgamated Clothing Workers; Paul Hall, president of the Seafarers International Union; Arnold Miller, president of the United Mine Workers; Leonard Woodcock, president of the United Auto Workers; Lane Kirkland, secretary-treasurer of the AFL-CIO; and George Meany, president of the AFL-CIO.

Representing management will be Stephen D. Bechtel, chairman of the Bechtel Group; Richard C. Gerstenberg, chairman of General Motors; John D. Harper, chairman of Aluminum Co. of America; Reginald Jones, chairman of General Electric; R. Heath Larry, vice chairman of U.S. Steel; Rawleigh Warner, Jr., chairman of Mobil Oil; Arthur Wood, chairman of Sears, Roebuck; and Walter R. Wriston, chairman of Citicorp.

President Ford stated that the purpose of the committee is to provide him with advice on the state of the economy, notably in fields of labor-management relations and wage-price policies.

President Ford repeatedly has stated his objections to reviving wage and price controls. Fitzsimmons has called for a series of rollbacks of excessive and exhorbitant profits and prices before any consideration is given to controls on wages.

## Teamster Documentary On ABC-TV

**ABC-TV will run an hour-long documentary on the Teamsters Union at 10 p.m., Eastern Standard Time, November 30, 1974.**

**Highlight of the documentary will be an extensive interview with Teamster General President Frank E. Fitzsimmons. In that interview, Fitzsimmons traces the progress made by the Teamsters since early 1967, new programs put into effect, new departments established, and the new image of the Teamsters under present leadership.**

**Fitzsimmons also traces the development of negotiations on national contracts, and outlines the increased wage settlements Teamsters have won since 1967.**

**Fitzsimmons was interviewed by ABC-TV Correspondent Bill Gill at Teamster headquarters in Washington, D.C.**

**Check your local TV listing for time and channel in your area.**

## A Teamster Observation

# Ford's Economics Business Oriented

PRESIDENT FORD unveiled a 10-cylinder anti-inflation vehicle to a joint session of Congress on October 8, 1974.

The President's economic message to the Congress, following a series of economic summits, was business-oriented.

Nothing in the message gave consumers hope that the President's program would reestablish an equity between purchasing power and prices in the marketplace.

In the President's program is a 5 per cent income tax surcharge for individuals making $7,500 and for families making $15,000 or more. That measure was both good and bad news. The good news was that it does not apply to the nation's poorest citizens. The bad news was that —without controls on prices and profits—it becomes a surcharge on purchasing power for taxpayers already stretching their family budgets to the limit

Business doesn't make out too badly should the Congress accept the President's Program.

For example, in the fiscal year of 1976, corporations will pay an additional $1.5 billion in income taxes. But, in the same year, under the investment tax credit President Ford proposes, they will pay $2 billion less in income taxes.

Additionally, business will be able to use all dividends on all corporate stocks, issued for cash, as a tax deduction from corporate income.

While the 5 per cent surcharge on income tax applies to business only on income earned during 1975, the tax breaks—investment credit and dividend exclusions—are permanent.

At the economic summits all leaders of organized labor pleaded that high unemployment must not be made a part of the government's fight against inflation. Yet, the Ford proposal to the Congress would trigger government works programs only when unemployment reaches 6 per cent nationally.

There is no provision for government jobs in areas already over the 6 per cent level.

Ford did propose legislation to provide the jobless who have exhausted regular and extended unemployment benefits for 13 more weeks, and to provide 26 weeks of benefits for those not now covered by unemployment insurance. While certainly helpful, the proposal completely ignores labor's plea for federal standards in unemployment compensation.

Particularly disappointing was President Ford's proposal for rejuvenating the housing industry. He proposed legislation to make more government money available for the purchase of home mortgages. By the President's estimation, this will create the building of 100,000 additional homes across the nation. One observer pointed out that 100,000 homes in any large metropolitan area would not alleviate the housing shortage even there. Nor, will it have the impact needed to stimulate the housing industry and create the number of jobs badly needed.

One encouraging note was Ford's promise to enforce the Sherman anti-trust law to the letter of the law. Additionally, he asked the Congress to increase anti-trust violation penalties from $50,000 to $1 million for corporations, from $50,000 to $100,000 for individuals. This proposal, if implemented, would break up monopolies and oligopolies and stimulate fair competition for the consumer dollar.

The President told the Congress that if it agrees to his government spending target of $300 billion, he will propose spending cuts and deferrals to meet the goal.

Particularly refreshing was Ford's promise that even the Defense Department would not be exempt from his spending cut recommendations. The Defense Department long has been a sacred cow pastured in the federal budget.

However, there is considerable worry that budget cuts will hurt the poor and aged.

Although Teamsters were generally disappointed that the President did not come down hard on exhorbitant prices and profits, General President Frank E. Fitzsimmons has agreed to serve on the White House Labor-Management Committee which will advise Ford on economic issues such as labor-management relations and wage-price policies. The committee is made up of eight labor leaders and eight business tycoons. Harvard Economist John Dunlop and director of the now defunct Cost of Living Council will serve as chairman.

A big disappointment for labor came following President Ford's nationally televised news conference, the day after the message to Congress. At the news conference Ford replied to a question that he was in favor of phasing out the biggest business tax loophole of them all—the oil depletion allowance. A day later, he only would favor wiping out the tax bonanza when through a press spokesman, Ford told the nation that all controls are removed from crude oil.

Consumers who heat their homes with natural gas got glum news. Already they are threatened with spot shortages this winter. Ford added to their woes when he proposed that the price of natural gas at the wellhead be decontrolled.

Those consumers were left facing the upcoming winter with the proposition that if they could get natural gas, it would cost them more.

And, the economic postscript was that the day following President Ford's economic message, a sagging stock market shot up over 28 points. That should have been pleasing news to Alan Greenspan, who during the summits had complained that stockbrokers were harder hit by inflation than the poor.

## By 3-to-1

# Montgomery Ward Workers Ratify New National Pact

Shown counting the mail ballots on the Montgomery Ward agreement are (seated, clockwise): Bernice Pope, Robbie Carrothers, Betty Smith, Bessie Laws, Jerry Powers, Primo Vitaioli, Delores Wilson and Lorraine Barrow, all Local 743 stewards; Standing (left to right)—Ken Hester of Local 743; Gayle Crawford of Local 838; Donald Peters, Ward council chairman; Kenneth Morlatt of Local 853; Paul Popko of Local 120; Joseph Ritz of Local 590; Harold Bedell of Local 210; Fred Killen of Local 590; Donald Jerome of Local 452; Roy Jackson of Local 743; Ray Hilsheimer of Local 676, and William Mackey of Local 294.

BY a vote margin of 3-to-1, workers employed by Montgomery Ward & Co., recently ratified a new 3-year national agreement with the company.

The new contract provides wage increases, cost-of-living adjustments, improvements in pensions and better health and welfare benefits.

Donald Peters, president of Teamster Local 743 in Chicago, Ill., and chairman of the Teamsters Montgomery Ward Council, said more than 8,000 members cast ballots in a mail referendum. The actual vote count was 6,092 in favor of the contract and 2,075 against.

Most of the Teamsters covered under the agreement work in Montgomery Ward mail order units, stores, warehouses, service units and other installations.

## In Ohio

# Local Gains 300 Members With Four Election Wins

SOME 300 new members were added to the roster of Teamster Local 413's membership following recent victories in representation elections conducted by the National Labor Relations Board.

John Gordon, secretary-treasurer of the local union headquartered in Columbus, O., said the organizing campaigns were conducted variously by David Mango, Jack Carter, David Kelly and Vern Schumacher.

The biggest win was scored at the Sunray Stove Co., in Delaware, O., where 243 production and maintenance workers were eligible to vote. Local 413 ousted another union by a ballot count of 151 to 56 with 5 votes for the company.

A majority of 17 factory workers and drivers employed by The Irsonsides Co., in Columbus, a firm engaged in oil and resin work, voted for the union.

Warehousemen and drivers all voted in the election at the Maramont Warehouse, an auto parts firm, and chose the Teamsters by a count of 17 to 13. The company is located in Columbus.

Three of the four warehousemen employed by Glidden Paint's warehouse in Columbus also favored the union. The fourth ballot was challenged.

## Local 89 Scores Breakthrough

The nearly 500 employees of Belknap, Inc., one of the oldest hardware distributors and wholesalers in the Louisville, Kentucky, area, have voted in a National Labor Relations Board election for membership in Teamster Local 89.

Local 89 President Paul W. Priddy reported the win as a breakthrough at a company which has resisted organization of its employees for many years. "While other unions tried and failed, Local 89 persisted and finally won the bargaining unit at Belknap," Priddy said.

The unit includes employees in warehousing, shipping and receiving departments at the company.

Pending receipt of official certification of the bargaining unit by the NLRB, Local 89 will begin negotiations for a contract for the new members of the Teamsters.

Priddy singled out Louis Parkey, assisted by Gene Gaddis, as the two most responsible for organizing Belkamp.

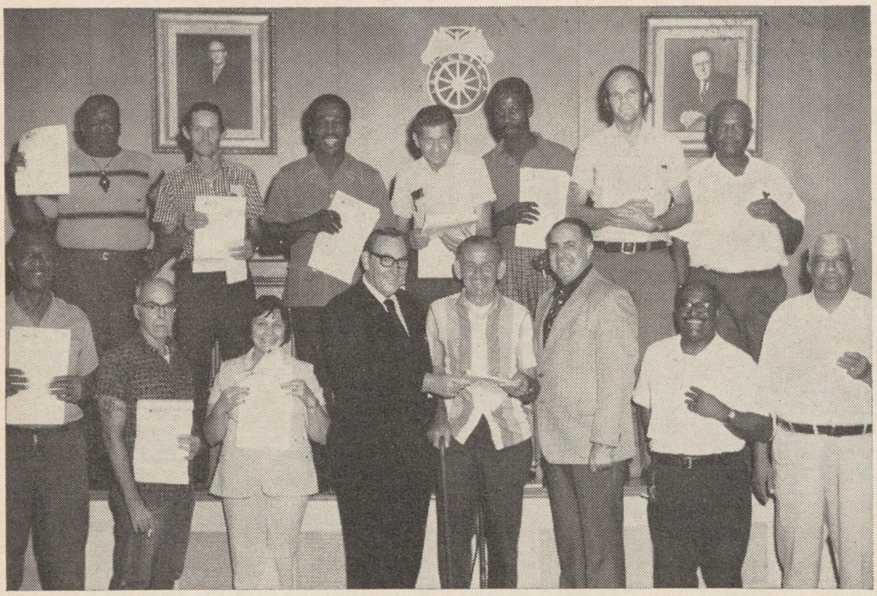
## ● Agreement

Teamster Local 317 of Syracuse, N.Y., recently completed a contract with Luby Leasing after two years' negotiations.

## ● Unanimous

Warehousemen and drivers employed by Garland Floor Surfacing Co., Inc., in Cleveland, O., voted unanimously for representation by Teamster Local 407 in a recent National Labor Relations Board election, according to Thomas Lee, secretary-treasurer of the local union.

## Braswell Backpay



Photos top (Teamster Local 270) and bottom (Teamster Local 745) show members on the happy occasion of receiving backpay following resolution of the lengthy dispute with Braswell Motor Freight Lines recently. Some 14 members of Local 270 in New Orleans, La., received checks totaling $252,000. Some 38 members of Local 745 in Dallas, Tex., got checks totaling more than $59,000. Local 270 photo includes Charles Winters (dark suit), president; Local 745 photo includes Charles Haddock, president, and W. L. Piland, secretary-treasurer.

## $3,000 Backpay Won in Louisiana

Six members of Teamster Local 270 in New Orleans, La., were awarded a total of $3,000 in backpay following the successful conclusion of an unfair labor practice charge against F & M Concrete Co., Inc.

Charles Winters, president of Local 270, said the case came about when the company decided to break the contract by laying off all the union members and hiring non-union people.

Mitchel Ledet, Local 270 business agent, followed the case all the way through the Board which ruled in favor of the union and ordered reinstatement and backpay for Percy Mizell, Roland Morgan, Clarence Raphile, Forrest Watkins, Roosevelt Watkins and Sonny Weber.

## Long Island Warehouse Goes Teamster

Teamster Local 810 of New York City overwhelmed an independent union in a representation election recently at Hudson-Berlind, Inc., a warehouse at Hicksville, Long Island.

Dennis Silverman, president of Local 810, said 33 workers were eligible to ballot in the National Labor Relations Board election. The count was 27 votes for the Teamsters and zero for the independent union.

Hudson-Berlind was formed by a merger of two shops in 1972, one under contract to Local 810 and one under contract with the independent union. When the newly amalgamated company signed up with the independent organization at inferior rates, the Teamster local union filed unfair labor practice charges.

The case see-sawed in the Board and the courts for two years before a ruling was won in Local 810's favor. Finally, in a desperate bid for the union of their choice, the employees went on strike for union recognition, forcing the company to agree to an NLRB election.

### ● Office Unit

Clerical workers employed by Pameco-Aire, Inc., an air-conditioning equipment manufacturer in South San Francisco, Calif., voted overwhelmingly for representation by Teamster Local 856 in a recent election.

Rudy Tham, secretary-treasurer of Local 856, said 35 office workers, including accountants, file clerks and key punch operators, were eligible to vote. The count was 27 for the union and 7 against.

## Freight Line Goes Teamster In Alabama

Teamster Local 612 of Birmingham, Ala., won a significant organizing victory recently at Overnite Transportation Co., located in that city.

Don L. West, vice president of Local 612, said 80 drivers, dock workers and shopmen were eligible to vote in the election conducted by the National Labor Relations Board.

The ballot count was 40 for the Teamsters and 37 against.

## Seminar Delegates

**Shown here are delegates to the annual Joint Council 43 workshop and seminar, held last month in Shanty Creek, Michigan. Teamster General President Frank E. Fitzsimmons (sixth from left, front row) was feature speaker at the seminar. IBT Vice President and head of Joint Council 43 Robert Holmes (on Fitzsimmons right) was host for the affair in which delegates discussed labor law, economics, negotiations and organizing.**

### Coordination Goal

## Teamster Research Directors Hold Washington Conference

RESEARCH directors from Teamsters Union affiliates met at the International Union headquarters in mid-October to explore ways of improving overall coordination and communication among them.

The delegates were addressed by both General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller.

Fitzsimmons stressed the importance of research functions in the operation of the International Brotherhood of Teamsters. He urged the researchers to come up with new concepts and new ideas to meet the challenges confronting the union, adding,

"We must do whatever is necessary to give the best possible service to the membership."

General Secretary-Treasurer Miller welcomed the group and gave an assessment of the computer availability situation.

Various department heads also spoke to the researchers, including: R. V. Durham, director of safety and health; Robert Baptiste, labor counsel; Don Rodgers, director of government relations; Norman Goldstein, assistant to the director of organizing; John Greeley, director of the warehouse division; Dave Sweeney, legislative director; William Allen, director of processing, and Ann Robinson, librarian.

### Committees

Norman A. Weintraub, IBT research director and chairman of the meeting, said three subcommittees were appointed at the end of the 2-day meeting to concentrate on three important problems: How to obtain better arbitrators; how to improve and utilize contract data bank systems, and how to develop better information on the regulatory process in trucking.

### To Meet Again

Attending the meeting were: Jerry Schultheis, Eastern Conference research director; Elizabeth Norwood, Jennifer Minamoto and Mark Markowitz, ECT research assistants; Joan Batchen, Central Conference research staff; Dave Salmon, Western Conference research director; Red Sperling, Joint Council 42 research director; Duane Johnson, Joint Council 32 research director; Otto Wendel, Jr., Joint Council 43 research director; Harry Berns, Joint Council 69 research director; Tony Ciesla, IBT associate research director; Terry Bumpers and Cramer Gilmore, IBT research assistants.

Weintraub said a second research meeting is tentatively scheduled for the spring of 1975.

**Research directors from Teamster affiliates across the land met in Washington, D.C., in mid-October to explore ways of improving overall coordination and communications. The meeting, called by IBT Research Director Norman Weintraub, was addressed by General President Frank E. Fitzsimmons and General Secretary-Treasurer Murray W. Miller.**

## Pan Am Meeting

**International Teamster Airline Division met recently in Washington, D.C., to discuss job problems at financially troubled Pan American Airlines where more than 6,000 Teamsters are employed. The union is giving full backing to legislation pending in the Congress which will grant the same rate to domestic airlines carrying mail abroad as those paid to foreign airlines. Airline Division Director Marvin Griswold (extreme left) called the meeting. IBT Legislative Director David Sweeney (next to Griswold) led a discussion of pending legislation.**

### Pace Maintained

## 1st Half '74 Organizing Dominated by Teamsters

TEAMSTER affiliates maintained their usual pace of dominating the organizing activity and success of unions in the United States during the first six months of 1974.

Statistics from the National Labor Relations Board revealed recently that affiliates of the International Brotherhood of Teamsters in the January-June period:

—Gained more new members than any other international union.

—Participated in more NLRB-conducted representation elections than any other international union.

—Won more representation ballots than did any other international union.

The overall record for the initial six months of this year was not surprising because the Teamsters Union has led in such NLRB records on a month-by-month and year-by-year basis for the past 10 years.

Single-union representation ballots, for example, are considered the best barometer of union organizing activity and success.

In single-union elections during January-June, Teamster affiliates participated in 1,234—or better than 32 per cent—of the total 3,792 such elections in which all unions were involved.

Similarly, the Teamsters won better than 32 per cent of all single-union ballot victories. The figures were: IBT —613 wins, the remainder of organized labor—1,280 wins.

There were 70,326 workers eligible to vote in the single-union elections won by all unions and Teamster affiliates accounted for 13,729—or nearly 20 per cent—of the total.

In addition, the Teamsters gained another 3,005 members in 2-union elections to bring the total gain for the 6-month period to 16,734 workers.

Counting single-union and multi-union elections, the Teamsters scored a total of 659 victories compared with 1,444 for the remainder of organized labor.

### ● Auto Wins

Teamster Local 604 of St. Louis, Mo., recently won representation elections among auto salesmen at two companies in St. Louis, according to Roy Strain, secretary-treasurer of the local union.

The National Labor Relations Board ballot victories were scored at St. Ann Motors with 11 salesmen, and at Central Volkswagen, Inc., with 5 salesmen.

## Two Ballots Won by Local In Maryland

Teamster Local 992 of Hagerstown, Md., recently won two representation elections conducted by the National Labor Relations Board.

Harrison Lushbaugh, Local 992 business agent, said the wins were at Schmidt's Baking Co., Inc., in Martinsburg, W. Va., and Potomac Farms of Hagerstown, a division of the Valley of Virginia Cooperative Milk Producers Assn.

Lushbaugh said 47 drivers, route salesmen and plant workers were eligible to vote at the bread company. The tally was 27 to 19 in favor of the union.

Drivers, route salesmen and plant workers employed by the dairy nearly all voted with the count being 18 to 5 for the Teamsters.

### ● Massachusetts

Employees of American Biltrite, Inc., of Norwood, Mass., voted overwhelmingly for representation by Teamster Local 735 in a recent National Labor Relations Board election.

Robert Williams, Local 735 business representative, said the ballot count was 39 to 3 in favor of the union.

### ● Unanimous

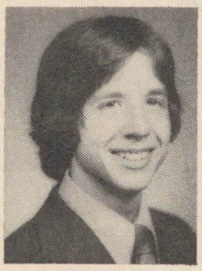
Warehousemen and truck drivers employed by Town & Country Furniture Shops, Inc., in Lima, O., voted unanimously for representation by Teamster Local 908 in a recent National Labor Relations Board election, according to G. H. Brodie, business representative of the local union.

## Clock Makers Go Teamster In Mass.

The broad jurisdiction of the International Brotherhood of Teamsters added another ripple outward recently when Massachusetts workers engaged in manufacturing clocks voted for Teamster representation.

Robert DeRusha, secretary-treasurer of Teamster Local 437 in Haverhill, Mass., said 40 production and maintenance workers employed by the Seth Thomas Clock Co., in Haverhill were eligible to vote in the election.

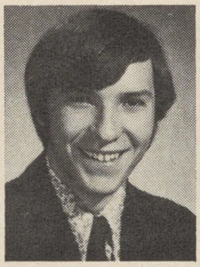
# Local 743 Awards 20 Scholarships


James Rozanski

Louis Lokos

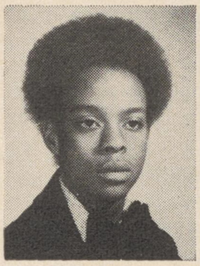
Alice Pisani

Monica Lukaszewicz


Ronald Ostrenga

Dennis Bias

Nancy Lopez


Stanley Remson

Cynthia Nitz

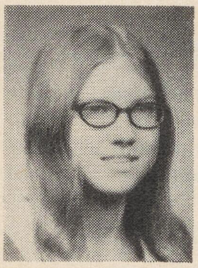
Linda Spurlin

Richard Cygan

Carolyn Travis

Mark Vizza

Gregory Nottoli


Wanda Luthy

Geralyn Salvatore

Donna Leno

Dennis Biesiada

Linda Gavin

Timothy Tomasek

TWENTY children of members of Teamsters Local 743 in Chicago, Ill., were awarded college scholarships worth a total of $12,500 for the 1974 year.

Three awards valued at $1,000 were from the Donald and Evelyn Peters Foundation and were presented by Peters, president of the local union. The grants went to:

—Cynthia Nitz, daughter of Mrs. Albina Nitz.
—James Rozanski, son of Mrs. Teresa Rozanski.
—Linda Spurlin, daughter of Mrs. Lena Spurlin.

Local 743's executive board voted to make two $1,000 awards to applicants with outstanding records. They were:

—Ronald Ostrenga, son of Mrs. Anastasia Ostrenga.
—Mark Vizza, son of Mrs. Rose Vizza.

The winners of the local union's $500 college grants were:

—Dennis Bias, son of Melvin Bias.
—Dennis Biesiada, son of Mrs. Florence Biesiada.
—Richard Cygan, son of Edward Cygan.
—Linda Joyce Gavin, daughter of Mrs. Joyce Bell Gavin.
—Donna Leno, daughter of Mrs. Marcelline Leno.
—Louis Lokos, son of Steve Lokos.
—Nancy Lopez, daughter of Mrs. Evelia Lopez.
—Monica Lukaszewicz, daughter of Mrs. Anna Lukaszewicz.
—Wanda Luthy, daughter of Mrs. Patty Luthy.
—Gregory Nottoli, son of Mrs. Genevieve Nottoli.
—Alice Pisani, daughter of Mrs. Delia Pisani.
—Stanley Remson, son of Mrs. Margaret Remson.
—Geralyn Salvatore, daughter of Mrs. Trellice Salvatore.
—Timothy Tomasek, son of Edward Tomasek.
—Carolyn Travis, daughter of Mrs. Jean Dawson.

The 20 scholarships were the largest number of such awards in the history of Local 743's college aid program.

Peters said the local union executive board voted to increase the number of grants because of the large number of highly qualified applicants.

## Aiding Education

# Chicago Local 781 Awards College Grants to Eight

**Lawana Brooks**

**Diane Lesniak**

**Debra Soprych**

**Paula Arcisz**

**Linda Amos**

**Darlene Kruger**

**Patricia Mellenthin**

**Todd Christoffel**

EIGHT children of members of Teamster Local 781 in Chicago, Ill., recently were awarded $500 college scholarships for 1974.

Joseph Bernstein, president of Local 781, presented the grants to the youngsters as part of the local union's continuing college aid program.

Winners of this year's awards were:

—Linda Amos, daughter of Ernest Amos.

—Paula Arcisz, daughter of Chester Arcisz.

—Lawana Brooks, daughter of William H. Lewis.

—Todd Christoffel, son of Francis Christoffel.

—Darlene Kruger, daughter of Albert Kruger.

—Diane Lesniak, daughter of Bruno Lesniak.

—Patricia Mellenthin, daughter of Mrs. Charlotte Mellenthin.

—Debra Soprych, daughter of Chester Soprych.

Bernstein said applications for scholarships are now available to students who will graduate from high school in 1975.

## 10 Youngsters Win Local 404 Scholarships

Teamster Local 404 of Springfield, Mass., awarded $5,000 worth of college scholarships recently to sons and daughters of members as part of a continuing grant program.

The top award of a $1,000 grant went to Cheryl Ann Burns, daughter of James W. Burns.

Other winners of smaller scholarships included:

—Lois Ann Gagne, daughter of Donald W. Gagne.

—Virginia A. Broz, daughter of Paul F. Broz.

—Dominque M. Dardenne, daughter of Alexander Dardenne.

—Patricia Anne Plumb, daughter of Robert A. Plumb.

—Michael A. Pandolfi, son of Jerry A. Pandolfi.

—Paul D. Zanolli, son of Bernard Zanolli.

—David M. Soltys, son of Frank Soltys, Jr.

—Paul J. Ryan, son of Joseph J. Ryan.

—Alan P. Hicks, son of Arthur P. Hicks.

The presentation of the 1974 scholarships brought to a total of $55,500 the amount of money that has been awarded to young men and women from throughout the areas of western Massachusetts and northern Connecticut since the program's inception nine years ago.

The scholarships are named in honor of Carmine P. Napoli, president of the local union.

## College Grants Go to Three At Local 560

Teamster Local 560 of Union City, N.J., recently awarded three college scholarships to members' children for the year of 1974.

The grants were made to:

—Walter C. Altano, son of Walter C. Altano.

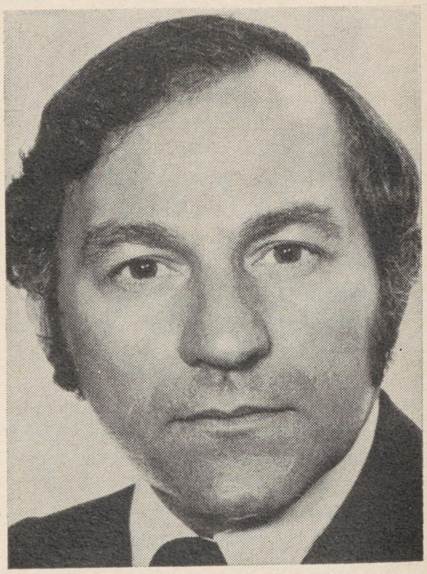
—Anne M. Polese, daughter of Benjamin Polese.

—Jeanmarie Turczynski, daughter of Walter Turczynski.

## ● Med Students

The Labor Department says that in 1973 there were about 40,000 applicants for entrance into medical school —with only 14,000 openings.

## Trustees


**John A. Amaral, president of Teamster Local 251 in East Providence, R.I., recently was elected to the board of trustees of the Roger Williams general hospital in Providence. He is the first labor member ever elected to the hospital's board.**

## Case Won By Local In Yonkers

The National Labor Relations Board ruled recently that Standard Aggregate Corp., of Marlboro and Middle Hope, N.Y., illegally laid off two employees because of their protected concerted activities on behalf of Teamster Local 445 of Yonkers, N.Y.

The decision upheld the findings of the administrative law judge who ruled that the preponderance of evidence did not support the employer's economic defense for the layoffs. Moreover, the company hired replacements after the layoffs.

Standard Aggregate was ordered by the Board to cease its illegal activity and to offer the two dischargees reinstatement and backpay.

## ● In California

A 2-to-1 majority of workers employed by Santa Monica Bay Cities Auto Supply, Inc., in Santa Monica, Calif., voted for representation recently by Teamster Local 495 of Los Angeles, Calif., in a National Labor Relations Board election.

Karl Ullman, Local 495 secretary-treasurer, said 15 counter clerks, phone order clerks, pickup drivers and warehousemen were eligible to vote. The ballot count was 9 to 4 in favor of the union.

## Fitzsimmons Gets Letter From South

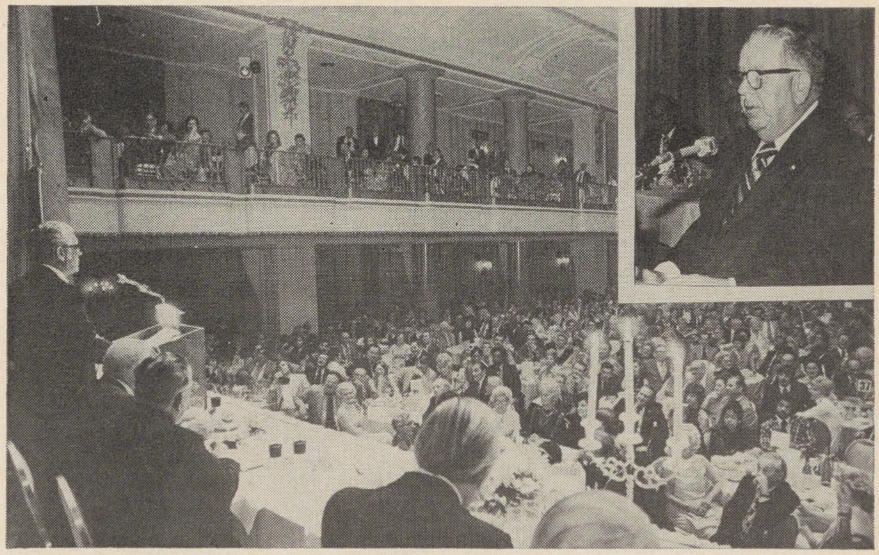
**Dear Bro. Fitzsimmons:**

**I would like to thank you and the Teamsters Union for the retirement pension I am now receiving. I retired last February after 22 years' work for Brown Shoe Co., at Trenton, Tenn.**

**I am very grateful for all the other benefits I received, especially the medical benefits. I am thankful I was a member of Teamster Local 984 in Memphis, Tenn. The best to all Brother members.**

**Fraternally,**
**Eula E. Hopkins,**
**Trenton, Tenn.**

## Scholarship Fund Raiser



More than 1,200 people gathered October 20, 1974, at a dinner honoring Teamster General President Frank E. Fitzsimmons (inset) who was honored guest at the affair, funds from which go to the Edward Nangle Scholarship Fund. Nangle (at podium) is an International Union vice president and is president of Joint Council 73 which is establishing the scholarship fund for children of members.

### Serves 6,000

## Indiana Local Dedicates New Headquarters Bldg.

ALMOST exactly two years from the day when General President Frank E. Fitzsimmons shared in a banquet announcement that Teamster Local 215 would build a new headquarters building, the structure was dedicated in ceremonies at Evansville, Ind.

Just as announcement of the planned structure was made at a stewards' banquet, so was the dedication held in conjunction with another stewards' banquet and open house presided over by Clifford K. Arden, Local 215 president.

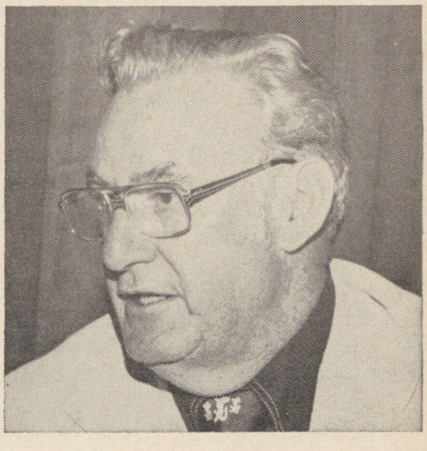
Indiana Sen. Birch Bayh addressed the stewards and praised the local union leadership for its participation in community and government affairs. Local 215 has 6,000 members.

Also taking part in the dedication was IBT Vice President Harold Gibbons of St. Louis, Mo. Other guests included Loran Robbins, president of the Indiana Conference of Teamsters, and officers from a half-dozen other Teamster local unions in the state.

In conjunction with the event, Local 215 presented a new van to the Rehabilitation Center in Evansville for transportation of patients. The van replaces one given to the organization by the local union three years earlier.

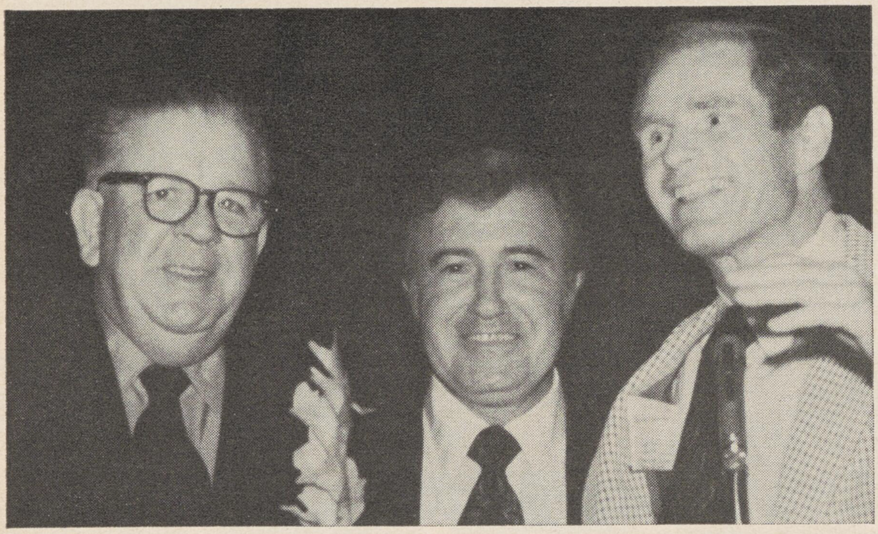
Local 215's new building has 20,000 square feet. A unique feature of the headquarters is its three drive-in windows serving members who have business to do with the credit union, the insurance department, and general clerical work.

Clifford K. Arden, president of Teamster Local 215, is shown at the dedication of the local union's new headquarters building in Evansville, Ind.



# MISCELLANEOUS

## Joint Council 73 Convention



**Teamster General President Frank E. Fitzsimmons and New Jersey Governor Brendan T. Byrne were feature guests at the recent annual Jt. Council 73 convention. Fitzsimmons dwelt on the nation's economic problems in his speech to delegates, while Gov. Byrne pledged full cooperation with Teamsters and organized labor in the state concerning essential job programs. Fitzsimmons (left) and Gov. Byrne (right) flank Joint Council 73 President Sam Provenzano in photo above.**

## Public Employees

### Labor Secretary Predicts Job and Bargaining Future

SECRETARY of Labor Peter J. Brennan predicted recently that the growth of public employee unionism will continue and also said he expected eventual passage of legislation governing bargaining for federal employees.

He termed the rapid organization of federal, state and local government employees in recent years as "probably the single most important development in labor-management relations in the past generation."

Remarking that some states have failed to enact legislation permitting collective bargaining by public employees, Secretary Brennan said this fact undoubtedly would increase the pressure for federal legislation in areas where the present government-employee relationship was governed by an executive order.

For the future, the Secretary of Labor said he expects a move toward more highly centralized bargaining in the public sector. He added there might be development of some form of coalition bargaining.

Discussing long-term trends, Brennan said it was his belief that the largest factor in the labor force for the remainder of this decade will be the decline in the numbers of workers under the age of 25. This is the group that has had the most serious unemployment problem in recent years.

Brennan said he expected the number of women in the labor force to increase to the point that 45 percent of the women in the nation will be on jobs because of changed social attitudes, economic necessity and improved education.

## ● Agreements

Paul R. Butcher, secretary-treasurer of Teamster Local 789 in Fairmont, W. Va., said agreements were won recently at: Meadowbrook Corp., in Spelter, W. Va.; Decorator Industries, Inc., in Mannington, W. Va., and at Ryder Truck Rental, Inc., National Biscuit Co., Storck Baking and Reddi Mix, all in Fairmont.

## ● Recognition

Teamster Local 28 of Taylors, S.C., gained recognition from Mercury Freight Lines recently as representative for drivers and warehousemen employed at the company's terminal in Greer, S.C., according to Frank H. Wood, secretary-treasurer of the local union.

## ● In Wenatchee

Warehousemen and drivers employed by I. D. Wares, Inc., a food warehouse in Wenatchee, Wash., voted unanimously for representation by Teamster Local 148 in a recent National Labor Relations Board election, according to Jack Jewell, secretary-treasurer of the local union.

## Canadian Brewery Pact

**Louis Lacroix (seated center, left), president of Teamster Local 1999, shakes hands with Maurice Legault, president of Labatt Brewery in Montreal, Can., upon the signing of an agreement making the Teamsters at Labatt the highest paid brewery workers in eastern Canada. Others in photo are members of the negotiating team.**

**Protection**

# Safety Standard Ruling Won by Teamster Local

ONE of the first safety-health decisions on record under the new Occupational Safety and Health Act was won recently by Teamster Local 592 of Richmond, Va.

The decision by a federal court of appeals upheld the constitutionality of the law's personal protective equipment standard.

McLean Trucking Co., of Richmond, Va., which had been cited for failing to provide proper protective shoes for its dockmen, challenged the standard. The dock workers involved were all members of the Teamster local union.

Teamster General President Frank E. Fitzsimmons complimented the officers of Local 592 for keeping on top of the case in the interest of the members involved.

The Occupational Safety and Health Administration (OSHA) had charged that since a very real hazard from falling objects existed, safety shoes were necessary.

McLean's record of 10 foot injuries within the past 3 years was offered as evidence of the danger to the dockmen.

The company argued that the standard for which it was cited was so vague as to be unconstitutional.

The court ruled that McLean should have recognized the hazard and taken measures to correct it, noting that the test of the law in this case was "whether or not a reasonable person would recognize a hazard of foot injuries to dockmen. . . ."

At issue was the standard which reads this way in the law:

"Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, shall be provided, used, and maintained in a sanitary and reliable condition wherever it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact."

**Attack on Hazards**

# OSHA Safety Priorities Set For Healthful Workplaces

Priorities have been set by the Occupational Safety and Health Administration to create healthful workplaces with an attack on occupational hazards.

Assistant Secretary of Labor John H. Stender declared it is his belief that it is possible for the United States to virtually eliminate risk and danger from employment.

To attain this goal, OSHA's first priority said Stender is "to establish the extent of the problem, undertake the research that needs to be done to develop those standards so as to eliminate as far as possible employee exposure to hazards in the most efficient and economical manner attainable."

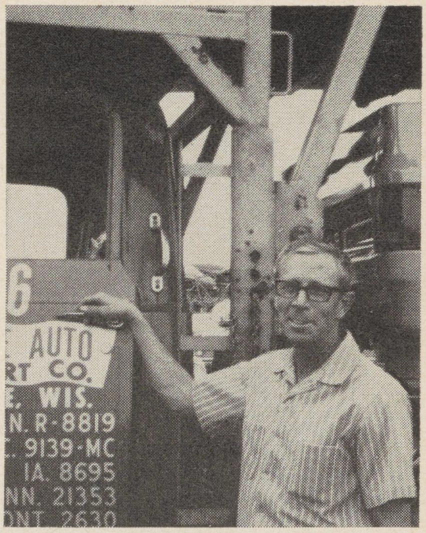
Stender said the second priority is to stimulate the voluntary cooperation of industry, labor and private organizations to continue expanding their own efforts to promote job safety and health.

OSHA's third priority is the encouragement of improved state job safety and health programs.

Stender pointed out that not only was the concept of state plans included in the federal job safety law, but that there are practical advantages to have "people programs" that affect the citizens of a state when the program is operated at the state level.

"In all three areas," Stender said, "OSHA will move toward the goal we all seek—that of safe, healthful workplaces for all. And we will reach that goal."

## Avoids Wreck



**Alex Nicholson, a member of Teamster Local 579 in Janesville, Wis., was proclaimed "driver of the month" recently by the Wisconsin Motor Carriers. Nicholson, a car hauler for Janesville Auto Tansport Co., probably saved the lives of 50 school children when his split-second judgment avoided collision with a school bus that turned in front of him improperly. As it was, Nicholson came close to death when he swerved his rig off the road. He narrowly avoided crashing over a river retaining wall.**

## OSHA Axing Channeled To Committee

Foes of the Occupational Safety and Health Act suffered a beating in the Senate recently and proposed admendments are now being considered in a Senate-House conference committee.

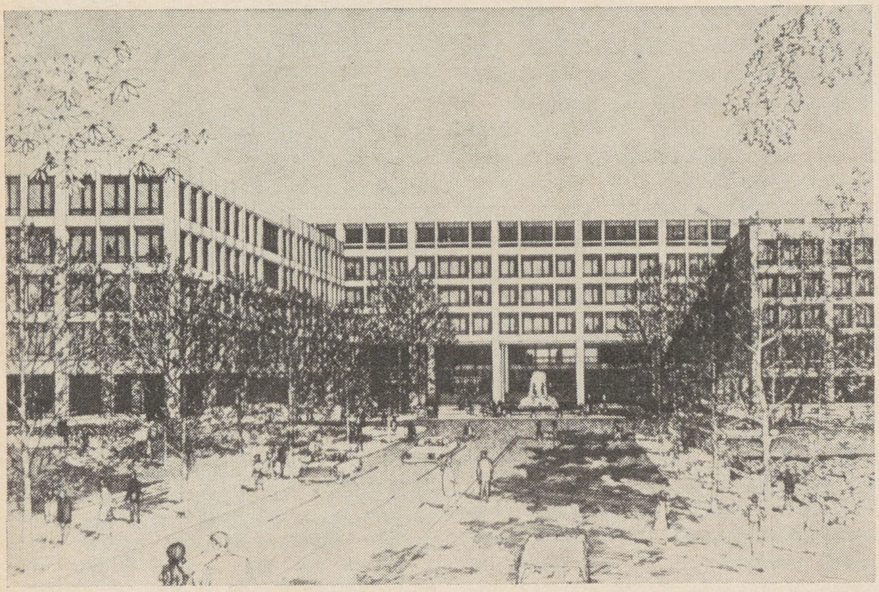
The law has been under attack ever since it went into effect in April, 1971, and it was not until this year that its big business opponents decided to go the amendment route.

Enough business lobbyists got to congressmen that the House last July passed a proposal by a 201 to 194 vote that would have emasculated the Occupational Safety and Health Administration (OSHA). The bill would have cancelled OSHA's right to inspect establishments with 25 or fewer workers; that includes 90 per cent of the workplaces and nearly a third of all workers in the nation.

But the Senate soundly rejected a similar move with a vote of 60 to 29. The Senators also rejected business-backed efforts to scuttle all inspection of workplaces with up to 10 or up to five workers.

### Consolidation

## Labor Department to Move Into New Headquarters Soon



This is an architect's drawing of the new building that will house the headquarters of the U.S. Department of Labor. The 6-story structure is located at the foot of Capitol Hill in Washington, D.C. Most of Labor's bureaus and agencies were scheduled to move into the new offices early in December.

MOST of the agencies and bureaus of the U.S. Department of Labor are scheduled to move into the department's new headquarters building when it is ready for occupancy in December, 1974.

Teamster General President Frank E. Fitzsimmons was among the dignitaries gathered at dedication ceremonies, October 18, 1974.

The 6-floor structure covers two square blocks and is located at the foot of Capitol Hill. The move will consolidate the Labor Department's offices into three buildings just a few blocks apart, whereas before the units were spread over 21 different locations.

The new building is the first "air rights" structure in Washington. It is being built directly over the Inner Loop expressway. It has freeway airshafts and access ramps built into it.

Commanding an impressive view of the Capitol, the building will add to the area's beauty with its plazas, fountains and landscaping.

The cafeteria seating 1,200 people will be located on the top floor and will have an outdoor promenade with an excellent view.

The building contains over a million square feet of usable space. The service level, below ground, will hold three garages with 900 employee parking spaces. There will also be a government retail store; central mail, shipping and receiving facilities; storage, and a printing plant on this level.

On the first floor, there will be a 250-seat auditorium with its own entrance and an exhibit and reception area.

The executive complex—offices of the Secretary and other top officials—will be located on the second floor. A caucus and negotiation center and the departmental and law libraries will also be on this floor.

### Money and Time

Each agency has been allotted space, but assignments are still indefinite. Each floor will have identical conference rooms, mail rooms, washrooms and vending facilities.

By the time occupancy begins, the new building will have been in the planning, land acquisition, and construction stages for nine years at a cost of $95 million.

## Weather Information Signs OK'd

**The Federal Highway Administration has approved the use of a new radio-weather information sign along rural federal-aid highways in areas where weather often creates travel hazards.**

**The signs will display local radio station frequencies which motorists can dial to receive weather and travel information.**

**FHA officials said the signs would have white lettering on a blue background.**

## Raid Beaten By Teamsters In Arizona

Teamster Local 310 of Tucson, Ariz., handily beat off an attempted raid by another union recently at a 125-man unit of drivers employed by the Inspiration Copper Co., of Miami, Ariz.

Local 310 had represented the firm's drivers for many years. The drivers thought the union had done a good enough job that they opted to remain with the Teamsters by a 3-to-1 margin in balloting conducted by the National Labor Relations Board.

William McCollum, president of Local 310, termed the raid uncalled for and added: "Our decisive vote should be ample notice to other unions that the workers are happy with the manner in which we are representing them in bargaining and policing the contract provisions."

## Phillie Local Gains 227 In Steel Vote

Teamster Local 107 of Philadelphia, Pa., gained 227 new members recently in a representation election conducted by the National Labor Relations Board.

Louis J. Bottone, Local 107 president, said the ballot victory was scored at Edgcomb Steel Co., in Philadelphia. It was the first time a union had ever won such a vote at the company which has successfully resisted organizing campaigns many times in the past.

# A SPECIAL REPORT

## Old Story

# SS is 'Alive and Well' Despite Furtive Attack

AS has been the case so often in the past, the Social Security Act again is under a free-swinging attack from extreme right wing whisperings and uninformed magazines peddling sensationalism.

The same old song has been sung often since the law was enacted 39 years ago. Namely, the tune goes, Social Security is bankrupt. The attack nearly always is inspired by those who feel Social Security is an "unfair" system of taxation and a poor alternative to other forced or voluntary savings plans

The National Council of Senior Citizens—with a membership of three million—has received so many anxious inquiries in recent weeks that it devoted a large part of its publication to setting the record straight.

When similar attacks were launched against Social Security in 1953, President Eisenhower instituted a complete review of the Social Security system. He established a blue-ribbon panel of some of the major business leaders of the nation and told them to come up with some answers.

After months of study, the panel reported to the President that "the Social Security system is found to be both financially and philosophically sound." It added:

"We find that the fundamental principle of a contributory, earnings-related benefit system is more consistent with a free enterprise, competitive, earnings-related economy as compared to any substitute uniform payment solely out of general revenues or dependent solely upon the varying abilities of individuals to amass private savings against retirement."

But the question persists, "Is Social Security bankrupt?"

The Senior Citizens say that the basis of this question (and charge) is that there is "only" $52 billion in reserves in the trust funds and this amount is held in Treasury Bonds.

The implication, of course, is that the Treasury held bonds—called I.O.U.'s—are unsecured. The Senior Citizens say that "to argue that the Federal Treasury Bonds are worthless I.O.U.'s is to argue that the government of the United States is worthless."

Another allegation is that there is not sufficient money in the trust funds to pay off all possible obligations in the future.

The contention is that to be really solvent the trust funds would need somewhere between $400 billion and $2.1 trillion in reserves. This would be needed, critics claim, to insure that all benefits for an indefinite future could be paid to present enrollees, even if all contributions to the system were to stop immediately.

The Senior Citizens answer that "this is a patently fallacious assumption since Social Security is a valid ongoing system with 80 million contributors now drawing benefits."

Another point. What would it take to cut off all income into the system? The Senior Citizens say that it would take the closing of every shop, every company, every plant, restaurant, grocery, cleaner and repair shop. It would take the closing of every place of employment in the country—private and government included—to cut off all contributions to the Social Security system.

Even at the worst of the 1929 crash employment dipped, at most, by only 25 per cent so that if this would recur there would be a 25 per cent drop in the Social Security system. Not even the most pessimistic economist is predicting this but if it did happen the trust funds reserves would be sufficient to pay all beneficiaries at full benefit level for four to five years and still not exhaust the reserves.

If the same standards that some seek to apply to Social Security were applied to the Civil Service Retirement System, most local and state government retirement funds and most private pension plans—as well as the overwhelming majority of private insurance firms—all would be bankrupt, which they surely are not, the Senior Citizens say.

It is also charged that the Social Security "tax" is the "most regressive and cruel tax of all" and this is rejected, too, by the Senior Citizens. They point out that if it were a tax it would be considered regressive, although not as regressive as the sales tax or the property tax. However, the Senior Citizens say, since these contributions are a part of a contributory benefit system—in a sense, an insurance premium—it is not nearly as regressive as private insurance premiums.

"Social Security," the Senior Citizens say, "is not designed as a get-rich-quick scheme or a free lunch program but a guaranteed base of income provided as a matter of right upon demonstration of actual retirement or disability."

They add, however, that while the Social Security system is far from perfect, that major improvements are necessary, attacks upon its basic financial and philosophical integrity are destructive and highly suspect in this inflationary period.

# MISCELLANEOUS

## Economic Glossary

# What Economists Mean When They Talk

ECONOMIC jargon increasingly is in the news as the nation struggles with the problem of inflation. To make it easier to understand what the economists are talking about these days, *The International Teamster* presents the following glossary of the most commonly used economic terms:

*Balance of payments*—The sum total of the nation's financial relationships with other nations, measuring what foreigners spend for American goods and what Americans spend for imported foreign goods. The balance is in surplus if exports exceed imports, likewise, if imports exceed exports, the balance is in deficit.

*Balance of trade*—This is the record of the difference between what foreigners spend for American goods and what Americans spend for imported foreign goods. The balance of trade is the major component of the balance of payments.

*Budget deficit*—A situation in which the government spends more than it takes through taxes and other revenue. Governments finance deficits by borrowing from the public. The interest on the public debt becomes part of government spending in future years.

*Budget surplus*—The situation in which the government collects more than it spends in a year. It can use the excess to pay off same of the federal debt or increase its cash reserves.

*Capital investment*—Spending for plant and equipment that is used in the future production of other goods. Capital investment can be done to replace worn-out plant and equipment or can be an addition to society's capacity to produce.

*Constant dollars*—The attempt to remove the impact of price changes from statistics that are reported in dollars.

*Consumer Price Index (CPI)*—A statistical figure that measures the change in price of a selected market basket of goods assumed to be purchased by the average urban worker with a wife and two children (often called the cost-of-living index).

*Consumption*—That portion of the nation's output of goods and services that is used up rather than saved. Food, for example, is consumed while capital investment is saved.

*Credit allocation* — Government channeling of loans to specified priority areas such as housing or industrial expansion either by ordering banks to lend the money or by inducing them to make loans by such methods as special tax treatment.

*Depreciation*—An accounting procedure that permits businessmen to deduct from profits as an expense the amount of plant and equipment used up in producing goods.

*Discount rate*—The interest the Federal Reserve System charges a member bank that borrows from it for a short period of time.

*Discretionary income*—the amount of a person's income that remains after he meets all his basic needs and commitments, such as food, clothing, shelter, taxes and debt payments.

*Disintermediation*—The situation in which depositors take their money out of banks or savings and loan associations to get a higher interest return from other investments such as Treasury securities. The result is a shortage of mortgage credit for housing.

*Fiscal policy*—Management of government spending, taxation and the budget deficit or surplus in such a manner as to stimulate or restrain the economy. Generally, the goal of fiscal policy is to achieve full employment without inflation.

*Fiscal year*—An accounting period for the federal government which begins on July 1 and ends on June 30.

*Full employment*—A condition in which the unemployment rate is relatively low (conventionally about 4 per cent of the labor force) and production is close to capacity.

*Gross National Product (GNP)*—The total dollar value of goods and services produced by the economy in a given year. It is the broadest measure of the health of an economy. "Real" GNP is the GNP adjusted to eliminate the distorting effects of inflation.

*Incomes policy*—An attempt by the government to influence the level of prices or wages directly rather than by fiscal or monetary policy. The measures can include "jawboning" (pressure tactics), voluntary guidelines or comprehensive controls.

*Inflation*—The situation in which prices in general are rising. There are two kinds of inflation: Cost-push inflation which comes about because special interests have the power to force wages or prices up on their own; excess-demand inflation which occurs when demand for goods and services rises more swiftly than the society's ability to produce them. Both types of inflation may occur at the same time.

*Liquidity*—The ease with which an individual or company may convert assets to money. Cash and checking accounts, for instance, are "perfectly liquid." Stocks, however, are much less liquid.

*Monetary policy*—Management of the money supply, credit conditions and interest rates, to the degree that they can be influenced by the Federal Reserve System through the banking community, to stimulate or restrain the economy.

*Money supply*—The total amount of currency and checking accounts held by the public, narrowly defined as the sum of money plus demand deposits. A broader concept includes saving deposits at banks.

*National income*—The total earnings of individuals and companies that come about from the production of goods and services.

*"Old time religion"*—A term used to describe the view that the way to fight inflation is to tighten credit, reduce government spending and balance the budget, accepting some degree of recession if necessary.

*Prime rate*—The rate of interest charged by commercial banks for short-term loans to the most creditworthy corporations.

*Productivity*—Total output divided by total man-hours worked. Increased productivity is presumed to make society wealthier because it gets more goods for the same amount of work.

*Public service employment*—Jobs created by the government as the employer of last resort for individuals who lose their normal work because of a downturn in economic output.

*Real wage, real income*—Purchasing power of earnings or income, adjusted for the inflation in consumer prices. Real spendable earnings also subtract tax payments.

*Recession*—A period in which the economy's output of goods and services undergoes a prolonged, deep decline. Many economists consider a recession a decline in real Gross National Product that stretches on for more than six months.

*Social compact (or contract)*—An idea favored by some economists that, in return for tax relief, workers would agree to moderate their wage demands.

*Stabilization policy*—Economic adjustments made by the government to keep employment, production and prices from fluctuating very much. It can include monetary, fiscal or incomes policies or any combination of the three.

*Stagflation*—A new word coined several years ago to describe the situation in which output is constant or falling (stagnation) while prices are rising (inflation).

*Wholesale Price Index (WPI)*—A statistic that attempts to measure the overall change in the prices of a wide variety of materials used by manufacturers or processors in production. It is usually considered a forerunner of the prices consumers ultimately must pay at the retail level.

## World Wide Inflation

A United Press International release from Paris reports that inflation in the world's non-communist industrialized nations soared in August at a rate that will amount to a 13½ annual increase if it continues. The UPI report was based on information released by the Organization for Economic Cooperation and Development.

Prices took the biggest jump in Sweden and Switzerland followed by the United States and Spain, the OECD inflation report said.

The European members of OECD were able to dampen down their inflation from 0.9 per cent increase in July to 0.8 per cent increase in August.

Britain and Ireland recorded the largest decreases in inflation.

West Germany, still the hero in the inflation crisis, deflated its inflation rate from 0.2 per cent to 0 per cent in August.

Japan's inflation rate also dropped. But increases in Canada and the United States pulled the world-wide OECD inflation rate from 1.0 per cent in July to 1.1 per cent in August.

## Unleaded Gas Prices Prompt Court Suit

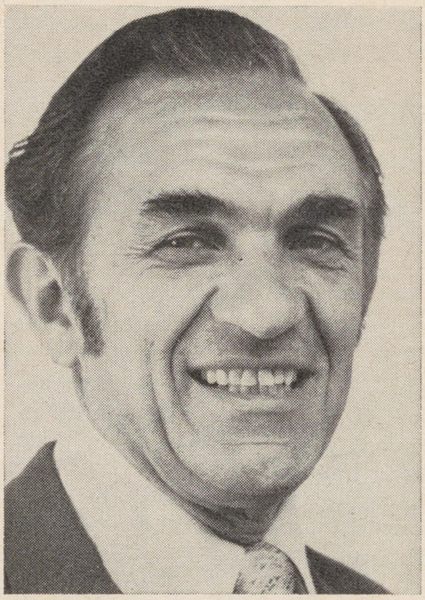
The Consumers Union has filed suit against the Federal Energy Administration to recover alleged overcharges for purchasers of unleaded gasoline.

The suit claims that the maximum price for unleaded gasoline was established illegally by the federal agency this past summer, and that the government permitted retailers to sell regular-grade unleaded gasoline at the same price as premium gasoline—normally priced about four cents a gallon higher than regular.

The suit notes that the government reversed its pricing policy after 40 days and new regulations now permit retailers to sell unleaded gasoline at only a cent a gallon more than regular leaded gasoline.

Consumers Union did not try to estimate how much the total overpayment was by consumers, noting only that it had tried unsuccessfully to get such an estimate from the FEA.

## Retires



**Joseph J. La Barbera, active in the Teamsters Union as an organizer, business agent and officer for the past 34 years, recently announced his retirement as secretary-treasurer of Teamster Local 679 in San Jose, Calif.**

## ● In California

Workers employed by a Firestone Tire & Rubber Co., outlet in Eureka, Calif., voted overwhelmingly for representation by Teamster Local 684 in a recent election conducted by the National Labor Relations Board.

### Workers Penalized

## Lowest Wage Still Common In 'Right-to-Work' States

So-called "right-to-work" states that outlaw union shop agreements continue to successfully stave off unionism while keeping the average income of their workers at the low end of the national pay totem pole.

The 19 states with RTW laws, according to the latest government statistics, dominate the bottom end of the list in percentage of unionized workers. They similarly show the same poor rating at the low end of average weekly earnings.

Mississippi, for example, ranks 50th in average weekly earnings of nearly $119 compared with national highs of $227 in Michigan and $200 in Ohio. Mississippi is a RTW state.

Eight RTW states are among the nation's lowest 11 in average weekly earnings, with two of those 11 being blessed with unique economies: gambling in Nevada, heavy tourism and retiree incomes in Florida.

North Carolina ranked at the bottom of the nation's 50 states in percentage of organized workers with 7.5 percent, Bureau of Labor Statistics figures for 1973 show, and nine of the bottom 10 are also right-to-work states.

After North Carolina, they are South Carolina, South Dakota, Mississippi, Texas, Georgia, Florida, Kansas and Virginia, with New Mexico the only state in the bottom 10 without a work law.

# A SPECIAL REPORT

## Commercialism

# Caution Advised Students On Truck Driver 'Schools'

ABOUT once a week, the International Union headquarters receives an anxious phone call concerning truck driver training.

Usually the caller wants to know whether the International Brotherhood of Teamsters approves, endorses or can recommend a particular training school that promises to teach truck driving skill and will supply a job after "graduation"—all for a somewhat excessive fee.

Always the answer is, "No." The IBT does not make judgments on any commercial truck driving training programs.

In a nutshell, the Teamsters Union and its affiliates have no reason to ally themselves with any commercial training venture operated for profit. Therefore, none is supported.

### Two-Fold Program

There is one area, however, in which the IBT wholeheartedly pledged its support recently when the general executive board endorsed a U.S. Department of Army program for training truck drivers and mechanics.

The purpose of the army program is two-fold.

Since the transition of the army to an all volunteer outfit, its training and education programs are being updated to make recruitment more attractive. Also, the training program gives the army a chance to maintain its military strength while simultaneously educating soldiers with a skill useful for the day when they return to civilian life.

Army trainees get intensive instruction as drivers and mechanics and then apply their learning throughout the remainder of their enlistment. Upon discharge, the men can gain certification under Department of Transportation driver regulations.

In the mechanic program, the army experience qualifies men as experienced apprentices able to move into the transportation industry in line with programs already established by the Teamsters and the trucking industry.

Many Teamster local unions have affiliations with special training programs funded by federal grants and designed to fill a void in industries where skilled men are needed. The Teamsters often supply teachers and usually aid in drawing up the training program keyed to practical experience.

One of the best known such programs is the Transportation Opportunity Program (TOP) in Los Angeles, Calif., where Teamsters Union members are given an opportunity through education to increase their earning power and job security by upgrading their skills.

Last year, Teamster Joint Council 53 in Philadelphia, Pa., signed a training agreement with Northeastern Training Institute of Fleetville, Pa., which specializes in preparing men to pilot tractor-trailer rigs. Funds of $545,000 were earmarked for the program by the Department of Labor.

### Cooperation

Teamster affiliates often have entered into training programs with companies to supply skilled men in industry. Several years ago, a federally-funded program was established in Stockton, Calif., to train men for handling sophisticated construction equipment. State agencies and the San Joaquin Delta College also were involved in the project.

Alaska contractors and Teamster Local 959 in Anchorage, Alaska, combined their talent and resources several years ago to train men needed for special construction driving in that wild country.

New York City provided $570,000 for a program to train men as truck drivers and warehousemen. The city set up a job-training site at the Brooklyn Navy Yard and Teamster Joint Council 16 came in with union representatives to do the teaching.

Teamster Local 542 and some 20 companies in San Diego, Calif., all engaged in van and storage work, joined together to set up a training program to supply that particular industry with skilled men.

One of the most recent training programs involving the Teamsters is still in the formative stage. At Honolulu, Teamster Local 996 and M.T.L., Inc., a bus company, are starting a program to develop diesel mechanics sorely needed in that area.

### Local 89

Teamster Local 89 in Kentucky has had a training program going there for some time to give driving instruction to men soon to come out of prison who will be in great need of jobs. The program operates with the approval and aid of the Kentucky penal system.

While there are undoubtedly some reputable commercial trucking driving schools that do a good job for people who come to them, there are indications that a large chunk of that vocational industry is more rip-off than service.

First off, they often charge outrageously high training fees. They also make wild promises of jobs after graduation. Their training equipment is sometimes minimal and what they have is frequently in need of repair.

Commercial schools neglect to tell the student that trucking companies of merit hire only experienced men as drivers. An inexperienced road man must become a helper first. Only later will he move up to driving status.

Furthermore, equipment and cargo are too valuable to trust to a student fresh out of a commercial school with no practical understanding of what is going to confront him on the highway. There also is the consideration of highway safety.

There is one more factor that commercial training schools conveniently overlook. They carefully neglect telling aspiring young truck drivers about physical requirements needed for the work, and that stringent physical exams must be passed for certain kinds of driving.

Commercial truck driving schools in many major cities increasingly are coming into conflict with authorities.

For instance, in New York City recently the NYC Consumer Affairs Department charged a particular technical school "with deceit and misrepresentation." It was claimed that the school lied to prospective students about job opportunities and placement in trucking.

The consumer agency fired off a letter to the National Home Study Council (NHSC) urging that the school's accreditation not be renewed. It should be noted that truck driving training schools often feature prominently in their advertising that NHSC accredits them—leaving the impression that the school has been checked out by the government.

In this case, the school told prospective students that there were more job listings available than it could fill, and that its graduates always were placed with trucking firms.

Additionally, the school's representative stated that graduates could earn upward of $250 a week as a local driver and considerably more as a "long distance driver."

The cost to the student for all this wonderfulness was only $995 plus other charges that would be tacked on later in connection with actual driver training.

New York City officials noted that it was virtually impossible for any truck driving training school to guarantee a newly-licensed driver a steady job in that metropolitan area.

Young men entering the workforce and who are interested in trucking industry work would do well to contact their state employment service or local educational institutions for recommendations on specialized training programs.

### 'Scab' Upheld

## Supreme Court Decides A Scab is a Scab is a--

A RECENT Supreme Court decision says in effect that it's legal to call a scab a scab—even if he works for Uncle Sam in a "right-to-work" state and has never crossed a picketline.

In addition, it is all right to—while identifying a scab as a scab—to define the word as attributed to the famous turn-of-century writer, Jack London: ". . . A scab is a traitor to his God, his country, his family and his class."

Those are the highlights of the court's 6-to-3 decision of which the immediate effect was to reverse a Virginia jury verdict which, upheld by a higher court, awarded $165,000 in damages to three non-union letter carriers who were listed as scabs in a local union newsletter.

The decision upheld the appeal of the National Association of Letter Carriers and its Richmond, Va. branch.

The three men had sued under the Virginia "insulting words" law. They claimed that the name-calling was done with "actual malice" as defined in that law, since as federal employees, and as employees in a "right-to-work" state, they had a right to stay out of the union and thus weren't really scabs, much less all the disagreeable equivalents set forth in the "London" language.

The trial judge accepted "actual malice" as a basis for suit, as did the Virginia Supreme Court. They were wrong.

Speaking for himself and four of his colleagues, Justice Thurgood Marshall made these points:

State libel laws can be invoked in labor disputes only if a "reckless and knowing falsehood" is involved; "malice" is irrelevant.

"Rather than being a reckless or knowing falsehood, naming the appellees as scabs was literally and factually true," Marshall noted. "One of the generally accepted definitions of a 'scab' is 'one who refuses to join a union' . . . and it is undisputed that the appellees had in fact refused to join the branch."

Extravagant language, such as the "London" definition, is accepted as commonplace in labor disputes and is not taken literally by anyone; the passage in question had already been found acceptable by the National Labor Relations Board. "According to undisputed testimony in this case, it has been published countless times in union publications over the last 30 years or more," Marshall pointed out.

Union organizing activities are protected by law at all times, not only during campaigns for recognition; "unions have a legitimate and substantial interest in continuing organizational efforts after recognition," particularly when (as in this case) union security agreements are not permitted. All forms of peaceful persuasion are valid.

There is no substantial difference in the protection of union activities under the National Labor Relations Act or Executive Order 11491, governing labor relations in federal employment. (This case arose before the creation of the quasi-independent U.S. Postal Service, which operates under a labor code of its own.) The fact that federal workers are denied the right to strike and the right to negotiate union-shop contracts does not affect their other rights, such as freedom of speech.

Joining in Marshall's opinion were Justices William J. Brennan, Jr.; Potter Stewart, Byron R. White and Harry A. Blackmun. Justice William O. Douglas agreed but wrote a separate opinion asserting that no rhetoric of any kind should be found actionable in a labor matter.

### ● Excavating

Drivers employed by Vanderwal Construction Co., an excavating firm in Chicago, Ill., voted unanimously for representation by Teamster Local 731 in a recent National Labor Relations Board election, according to William Woldman, secretary-treasurer of the local union.

### ● Clerical Win

Office workers employed by Chase Metals Service, Inc., a metal products warehouse in Cincinnati, O., voted unanimously for representation by Teamster Local 100 in a recent National Labor Relations Board election, according to Joseph Carlotta, secretary-treasurer of the local union.

# MISCELLANEOUS

**Changing Era**

## Gals Enter Skilled Trades More than in Past Years

AN INCREASING number of women workers are entering the skilled trades even though the bulk of the tidal wave of women entering the labor force in the past 30 years is still concentrated in the service industries.

A study by the Bureau of Labor Statistics of the Department of Labor shows that between 1940 and 1970 the non-farm labor force expanded from 32.1 million to 69 million, with nearly half of the increase made up of women.

The report found that despite extraordinary social and economic changes in the status of women, their job status has remained largely the same, with the service industry being first in the employment of women.

Women make up some 60 per cent of the workers in educational services, 75 per cent in the medical-health field, 75 per cent in personal services, including those in hotels and private homes.

Another study showed that by 1970 women were beginning to fill jobs in the skilled trades, even before some of the landmark legal cases, such as in the American Telephone & Telegraph case directed at sex stereotyping.

For the U.S. as a whole, between 1900 and 1960 only two to three per cent of women held skilled jobs. Even during World War II the figure did not rise above five per cent.

However, the 1970 census showed that almost half a million women were then working in skilled occupations, up 80 per cent from the 277,000 in 1960.

This rate was twice the rate for women in all occupations. It was eight times the rate of increase for men in the skilled trades. As a result, women in 1970 again held as high a proportion of jobs in the skilled occupations as they did during World War II.

The increases showed in craft and kindred work (218,000), operatives (669,000), non-farm laborers (96,000), professional and technical (1,631,000), managers and administrative (186,000), sales workers (348,000) and clerical workers (3,378,000).

**Preliminary**

## Productivity Increase Cited By Labor Department in '73

OUTPUT per man-hour during 1973 grew in more than two-thirds of the industries included in the Department of Labor's preliminary measurement of industrial productivity.

Annual productivity increases ranged from a high of 12.3 per cent for aluminum rolling and drawing to a low of less than one-half of 1 per cent for coal mining, according to the Bureau of Labor Statistics. Declines in productivity were recorded by 10 industries.

Productivity in the total private sector of the economy increased an even 3 per cent last year, a drop from the 1972 mark of 3.8 per cent.

Steel was the one major industry that had a significant increase over the previous year. Productivity increased 10.8 per cent in 1973, compared with 5.8 per cent in 1972.

Demand for steel products was high throughout the year and production reached a record level. Output increased 19.0 per cent in 1973, while man-hours increased 7.4 per cent, resulting in the largest productivity gain for this industry since 1959.

The motor vehicle industry, on the other hand, posted a below average increase of 2.7 per cent in 1973, down from 4.1 per cent in 1972. This industry was significantly affected by the petroleum shortage in the latter part of 1973.

While demand was high during the first 3 quarters of the year, it dropped sharply in the last quarter, and manufacturers began to make major changes in production facilities to build more small cars. Output increased by 14.0 per cent in 1973; however, man-hours almost matched this gain, growing by 11.0 per cent, leading to the small gain in productivity.

Two additional industries greatly affected by the energy shortages were tires and paint manufacturing where productivity declined 4.6 and 3.9 per cent, respectively. Many of the materials used to make tires and paint are petroleum-based and were in very short supply during 1973.

Among other energy related industries, petroleum refining posted a large gain of 9.0 per cent, while bituminous coal and lignite mining and gas and electric utilities had very small increases of 0.6 and 0.4 per cent, respectively.

## Local Wins Decision On 3 Firings

Three employees were unlawfully discharged by Ozark Mack Trucks, Inc., of Springfield, Mo., so as to discourage membership in Teamster Local 245.

That was the decision by the National Labor Relations Board recently in upholding the findings of the administrative law judge.

Ozark defended the firings on economic grounds, claiming the three workers were spending too much time on various customer repair jobs which resulted in a loss of business.

Not so, said the judge. It was noted that the business was relatively healthy and expanding. It was concluded that the discharge reason was pretextual.

Ozark was ordered by the Board to cease the unlawful conduct—including interrogation and threats—and to offer the three discriminatees reinstatement and backpay.

### ● Texas Win

A majority of 44 storekeepers employed by the Thiokol Corp., an ordnance plant in Karnack, Tex., voted for representation by Teamster Local 568 of Shreveport, La., in a recent National Labor Relations Board election, according to William Hays, secretary-treasurer of the local union.

### ● Education

Unemployment falls most heavily on workers with the least education, according to the records of the Department of Labor.

# LEGISLATIVE REPORT

**People's Loss**

## Conservative Bloc Puts Ax To Consumer Bill in Senate

AT A TIME when American consumers more than ever before need protection in a high-priced marketplace, the U.S. Senate—its majority nose tweaked by a minority bloc of conservatives—effectively killed a consumer protection agency bill in a late September vote.

The vote was on a motion to force an end to a filibuster led by foes of the measure. It was the fourth such attempt to end debate in a 3-month period. The count of 64 to 34 was two short of the required two-thirds majority.

Following the axing of the consumer measure, Senate Democratic Leader Mike Mansfield of Montana resigned himself to the writing on the wall. He said there would not be a fifth attempt to override the filibuster this year.

In effect, the floor vote killed the bill until the next session.

Advocates of the legislation said immediately they would revive the consumer protection bill in even stronger form next year.

Leading the filibuster throughout the summer months were Democrats Sam Ervin, Jr., of North Carolina and James Allen of Alabama. They were jubilant when the vote fell short of the needed two-thirds majority.

The legislation has been the object of furious lobbying by both its foes and friends for months. It would create an independent Agency for Consumer Advocacy.

The agency would be charged with presenting the consumer position at hearings before agencies such as the Federal Power Commission or Federal Trade Commission. The agency also would, under the language of the bill, appear as a friend of the consumer before the courts.

The International Brotherhood of Teamsters had supported the measure as had most of the remainder of organized labor.

Opposing the bill throughout its life have been the National Association of Manufacturers, the U.S. Chamber of Commerce and allied groups—all representative of private business interests.

The legislation has been batting around Congress for four years since the Senate initially passed it by a vote of 74 to 4. But then the bill died in the House Rules Committee. In 1972, Sen. Ervin filibustered a new Senate version of the measure to death.

After failing to get cloture on earlier votes this year, Senate sponsors agreed to write in a series of weakening amendments so as to round up additional support from fence-sitting Senators.

The new changes made the Senate bill very similar to the measure which passed in the House of Representatives by a vote of 293 to 94 last April.

Conservatives quickly swung into action in the Senate after the House vote and the filibuster followed.

Ironically, even as the Senate minority killed the consumer agency proposal for the remainder of this session of Congress, the House was voting on a proposal to set minimum federal standards for consumer product warranties.

The bill, which also would prohibit the Federal Trade Commission from going into court without the concurrence of the Justice Department, passed by a resounding vote of 384 to 1. The Senate passed a similar measure earlier this year.

Now the two bills must go to a conference committee. It is feared the legislation may suffer the same kind of treatment eventually as did the consumer agency proposal.

## How They Voted

Following is the 64-to-34 roll call vote by which the Senate, for the fourth time, rejected an attempt to end the filibuster against the measure providing for a consumer protection agency:

*Democrats For: 44*

Abourezk (S.D.)
Bayh (Ind.)
Bentsen (Tex.)
Biden (Del.)
Burdick (N.D.)
Byrd (W.Va.)
Cannon (Nev.)
Chiles (Fla.)
Church (Idaho)
Clark (Iowa)
Cranston (Calif.)
Eagleton (Mo.)
Gravel (Alaska)
Hart (Mich.)
Hartke (Ind.)
Haskell (Colo.)
Hathaway (Ma.)
Hollings (S.C.)
Huddleston (Ky.)
Hughes (Iowa)
Inouye (Hawaii)
Humphrey (Minn.)
Jackson (Wash.)
Magnuson (Wash.)
Mansfield (Mont.)
McGee (Wyo.)
McGovern (S.D.)
McIntyre (N.H.)
Metcalf (Mont.)
Metzenbaum (Ohio)
Mondale (Minn.)
Montoya (N.M.)
Moss (Utah)
Muskie (Maine)
Nelson (Wis.)
Pastore (R.I.)
Pell (R.I.)
Proxmire (Wis.)
Randolph (W.Va.)
Ribicoff (Conn.)
Stevenson (Ill.)
Symington (Mo.)
Tunney (Calif.)
Williams (N.J.)

*Republicans For: 20*

Aiken (Vt.)
Beall (Md.)
Brooke (Mass.)
Case (N.J.)
Cook (Ky.)
Dole (Kan.)
Domenici (N.M.)
Fong (Hawaii)
Hatfield (Ore.)
Javits (N.Y.)
Mathias (Md.)
Packwood (Ore.)
Pearson (Kan.)
Percy (Ill.)
Roth (Del.)
Schweiker (Pa.)
Scott (Pa.)
Stafford (Vt.)
Stevens (Alaska)
Weicker (Conn.)

*Democrats Against: 12*

Allen (Ala.)
Bible (Nev.)
Byrd (Va.)
Eastland (Miss.)
Ervin (N.C.)
Johnston (La.)
Long (La.)
McClellan (Ark.)
Nunn (Ga.)
Sparkman (Ala.)
Stennis (Miss.)
Talmadge (Ga.)

*Republicans Against: 22*

Baker (Tenn.)
Bartlett (Okla.)
Bellmon (Okla.)
Bennett (Utah)
Brock (Tenn.)
Buckley (N.Y.)
Cotton (N.H.)
Curtis (Neb.)

Dominick (Colo.)
Fannin (Ariz.)
Goldwater (Ariz.)
Griffin (Mich.)
Gurney (Fla.)
Hensen (Wyo.)
Helms (N.C.)
Hruska (Neb.)
McClure (Idaho)
Scott (Va.)
Taff (Ohio)
Thurmond (S.C.)
Tower (Tex.)
Young (N.D.)

> "The vote was a setback for a coalition of labor unions and consumer organizations seeking a new agency to speak for consumers in proceedings before existing federal regulatory agencies. It was a victory for such groups as the U.S. Chamber of Commerce, the National Association of Manufacturers and the Grocery Manufacturers of America, which have been lobbying against the bill."—*The Wall Street Journal,* Sept. 20, 1974.

### Anti-Health

## National Health Insurance Foes Channel $$$$ to Congressmen

CONTRIBUTIONS totaling more than $400,000 were channeled by organized medicine to 42 members of the U.S. House of Representatives for their 1972 and 1974 election campaigns.

That's the findings of the Health Security Action Council (HSAC) which is the legislative arm of the Committee for National Health Insurance (CNHI).

The International Brotherhood of Teamsters is a member and supporter of CNHI.

Studies showed that 39 Republicans and three Democrats received the funds. All were recorded as voting the American Medical Association line on health care and against legislation to "reform personal health care services."

Also, noted the council, most of the congressmen involved "are sponsors of the AMA's national health insurance program called 'Medicredit' which would raise taxes to subsidize private insurance companies in paying higher fees to doctors."

Not a single congressman on the list has sponsored the Griffiths-Corman Health Security Act which would control fees while covering everyone. The Griffiths-Corman bill is strongly supported by organized labor.

A report entitled "Your Congressman May Be Hazardous to Your Health," has been released by HSAC, listing $408,900 in contributions for 1972-74 to the 42 congressmen by the American Medical Political Action Committee and similar organizations.

The Committee for National Health Insurance emphasized that only about one-third of the $2,000,000 collected this year by organized medicine for political contributions had been disbursed by September 10. Meanwhile, fund gathering is continuing.

The CNHI report, based on data provided by the Clerk of the House of Representatives, showed that 18 of the congressmen received more than $10,000 each from medical sources in 1972 and prior to September 10, 1974. All are sponsors of "Medicredit" and have strongly pro-AMA voting records. Since the 1968 elections, four of the 42 Congressmen have received a total of $104,500. They are: Roger Zion (R-Ind.), $28,300; Joel Broyhill (R-Va.), $26,400; David Dennis (R-Ind.), $25,600; and Earl Landgrebe (R-Ind.), $24,200. David Towell (R-Nev.), elected in 1972, has received $21,300 for the past two elections.

### Farm Labor

## Senate OK's Contractor Bill Following Passage by House

A BILL to strengthen the federal law protecting farm workers hired through farm labor contractors was passed by the Senate following earlier approval in the House.

The measure, an amendment to the Federal Farm Labor Contractor Registration Act of 1963, now goes to conference to iron out differences between the bills.

Whether the legislation will come up for floor consideration this session is problematical. The general election recess and more pressing inflation-energy proposals may sidetrack the farm bill until next year.

The proposed amendment would:

—Extend the coverage of the law, which currently applies only to interstate transactions, to intrastate transactions as well, although purely local transactions would continue to be exempt.

—Require farm labor contractors to establish proof that their vehicles and property comply with federal and state health and safety standards, including an insurance requirement comparable to amounts applicable to vehicles operating under the Interstate Commerce Act.

—Require contractors to disclose to solicited workers, in writing, the minimum work period offered, the existence of any labor dispute, and the existence of any kick-back arrangements.

—Extend coverage of the law, which currently applies only to independent farm labor contractors, to persons who act as contractors but are employees of growers, processors or related agricultural employers.

—Require all contractors to post a $5,000 security bond with the Secretary of Labor at the time of their application for registration as a farm labor contractor.

—Empower the Secretary of Labor to enforce the law through investigations, the issuance of subpoenas, and the referral of probable violations to the Department of Justice, which has the power to impose civil penalties.

—Create for the first time a federal statutory civil remedy for persons aggrieved by violations of the law.

—Prohibit a farm labor contractor from knowingly recruiting or hiring a person who is in violation of the immigration laws of the United States.

### ● Construction

There will be a need for an average of more than 150,000 new building construction workers each year from now through 1985, according to the Department of Labor.

### Ammunition

## New Book Guides Consumers On Challenging Rate Hikes

UTILITY rates to consumers have been zooming upward with unprecedented speed in recent years.

One of the reasons is that, traditionally, power companies have been able to set prices as they wished. But citizens are learning that rate hikes can be challenged and avoided if consumers get together, become well prepared and informed, and are willing to fight the big power companies.

A concise, informative guidebook on the how's, what's, and why's of effective consumer action against utility companies was published recently by the Environmental Action Foundation.

"How to Challenge Your Electric Utility," is the title of the book written by Richard Morgan and Sandra Jerabek. It is a primer for consumer, labor or environmental groups wishing to confront utility companies on issues such as rate increases, pollution, new construction and advertising.

A sound warning prevails throughout the volume: Power companies in every state are wealthy and have almost unlimited resources with which to protect their monopolistic interests against consumer attack.

Any citizen group wishing to go against the companies on any issue must be armed with a thorough understanding of the problem, well-documented arguments to back up their position, expert testimonials, legal precedents and suggestions of viable alternatives.

The book gives sound suggestions on how each of these objectives can be obtained and includes an extensive reference section listing sources of information—both people and documents.

"How to Challenge Your Electric Utility" is divided into two sections. The first explains how power companies operate while the second section outlines what can be done about it.

In the first section, the reader learns how utility rates are set by regulatory commissions at state and federal levels.

Part two zeroes in on the many ways consumer and environmental groups can challenge utilities.

It explains the four basic issues that must be decided in a rate proceeding: Rate base, rate of return, cost of service and rate structure. Each of these is a possible target for the well-prepared challenger. The section also combats arguments for unregulated expansion, advertising and promotional expenditures and rate structures which favor large industrial users.

Copies of the book are available for $1 each from the Consumer Federation of America, 1012-14th St., N.W., Washington, D.C., 20007.

### 56,000 Deaths

## U.S. Highway Fatality Rate Drops Appreciably in 1973

AN estimated 56,000 Americans died on the nation's highways in 1973, yet the grisly figure was a decline of almost 1,000 from the previous year's total and the fatality rate per 100 million vehicle miles dropped to 4.3—by far the lowest in the world.

The figures and other facts reflecting the condition of highway safety in the United States were announced in annual reports prepared by the Department of Transportation's National Highway Traffic Safety Administration. The reports were sent to the President.

Required by the Highway Safety Act and the National Traffic and Motor Vehicle Safety Act of 1966, the reports also are submitted annually to the Congress. They are required to review the causes, seriousness and complexity of traffic accidents. They also relate programs and research undertaken by the federal government to reduce deaths and injuries on the roads.

## Public Utility Commissioner Gives Threat

**George Bloom, chairman of the Pennsylvania Public Utility Commission, voiced a strong anti-public view to a cheering audience of public utility executives recently in Philadelphia.**

**Bloom declared that he favored turning off—completely turning off—the public's electricity for 48 hours to teach "them" a lesson.**

**Millions of Pennsylvanians would be deprived of heat, light, hot food, medical care, water and communications during the 48-hour period, Bloom admitted.**

**"For those 48 hours," he said, "we would experience a real hell on earth. Those 48 hours would bring misery to everyone."**

**When asked what the misery would achieve, Bloom's answer was simple: It would effectively silence critics of constantly increasing utility bills.**

**No wonder the public utility executives cheered wildly.**

## Mayors Discuss City Employee Union Rise

Big city mayors attending the U.S. Conference of Mayors in San Francisco recently spent a lot of their time discussing strategy for dealing with pay demands of public employees as well as how to cope with strikes when their workers walk off the job.

Talks among the municipal executives emphasized that public employees and the state and city governments that hire them are on a collision course.

The workers, flocking to unions such as the Teamsters, are becoming more militant and determined in their demands. Authorities, meanwhile, are showing signs of becoming more determined in their resistance to such demands.

Jerome Barrett, head of the Federal Mediation and Conciliation Service, said that more and more citizens are preparing contingency plans for maintaining municipal services in the event of public employee strikes.

# Legislation, Politics, Government

## • CAMPAIGN ISSUE

Almost uniformly through the nation, inflation has been the No. 1 issue faced by candidates running for seats in Congress. In some areas, especially in the East, candidates from both the Republican and Democrat parties have been blaming big business for runaway prices.

## • STATES AND TAXES

Fourteen states reduced their taxes and nine increased them in legislative sessions during the first nine months of this year. On a net basis, according to the Tax Foundation, the new measures enacted will reduce state-level taxes by $350 million annually from levels under previous laws.

## • 'SHOCKING' LOOPHOLES

Rep. Joseph E. Karth of Minnesota, after examining the returns of 20 of the nation's high-income citizens, said he was shocked by the "multitude of loopholes the nation's wealthiest taxpayers use on their income tax returns to cut their tax liabilities."

## • CONSUMER AGENCY

Sen. Abraham Ribicoff of Connecticut, chief sponsor of the Consumer Protection Agency bill which went down in flames after a 2-month filibuster (although the House passed it overwhelmingly), says he will be back with the measure early in January for another try.

## • POST-ELECTION SESSION

Congress is expected to return to work after the general election, probably around November 12th or 13th, according to Senate Majority Leader Mike Mansfield.

## • ELIGIBLE VOTERS

The U.S. electorate for this general election will total an estimated 145 million, according to the Department of Commerce. The total compares with the 124.5 million of voting age for the off-year election of 1970. Most of the gain is attributed to voting law changes which permit 18-year-olds to cast ballots.

## • UNION-HATING CANDIDATE

Rep. John Ashbrook of Ohio has been probably the only congressman running on a clear-cut union-hating platform to seek reelection. Ashbrook's campaign literature was confined to reproduction of union newspapers reporting his record of 81 "wrong" votes against 8 "right" votes on issues of importance to working people and the unions they belong to.

## • TAX REVISION STALLS

The House of Representatives will not consider a tax revision bill until after it returns from the election recess, according to an announcement by House Speaker Carl Albert. Capitol Hill observers concluded that chances are now reduced that Congress will enact any major revision of the tax structure this year.

## • SOCIAL SECURITY REVIEW

The Senate has authorized a study of the financial status of the various Social Security trust funds. A 6-member panel of actuaries and economists was appointed by Sen. Russell Long, chairman of the Senate Committee on Finance, to make the review. The panel is expected to make its report to the committee in January of next year.

# For Your Information

## Blackbirds Beat Crows

Farmers in the midwest this year were surprised to find blackbirds replacing the crow as the No. 1 threat to the corn crop.

They rigged old-fashioned scarecrows new-fashioned carbon and propane noise makers, and still failed to chase the fearless blackbirds away. In marshy areas it was estimated that as many as 50,000 blackbirds settled to feast on an acre of corn.

Corn crop losses due to the hungry birds was estimated as high as two per cent, a considerable amount in terms of predicted worldwide grain shortages and skyrocketing feed grain costs.

## Moon Research Base

The British Interplanetary Society says it is possible to supplement the earth's increasingly scarce resources with raw materials from the moon.

A provisional study indicates it might be worth mankind's trouble to set up an industrial research base on the moon to look for useful materials. Other countries have been invited to join in a detailed study of such a possibility.

To get materials to earth, it is envisaged that the moon base would use an electromagnetic catapult.

## Housing Costs

Financing and land costs are the major items that have driven up the cost of new homes, according to the National Association of Home Builders.

The average price of a new home in the United States today, according to NAHB, is $35,800 which is 40 per cent higher than the same home would have cost in 1969.

NAHB offered the following breakdown of cost increases in the past five years: Financing—up 100 per cent; land, up 59 per cent; miscellaneous costs—up 48 per cent; materials—up 22 per cent, and labor—up 21 per cent.

## Stampless Mail

The United States Postal Service is considering abolishing delivery of all mail with insufficient postage because consumers increasingly are sending bill payments without stamps on the envelopes.

The result is a big headache for both the company or utility involved as well as the postal service. Several big companies already have adopted policies of refusing to accept unstamped mail.

Mailing a letter without a stamp "with intent to avoid payment of lawful postage" is punishable by a fine of no more than $300 according to law. Even though the law was passed in 1934, no one has ever been prosecuted as a result of it.

## Rent-a-Lord

A new London firm has been set up to add a dash of class to social functions in Great Britain: It rents Lords and other British peers for office parties, banquets, beauty contests, and what have you.

The pitch by the agency is that many Lords are extremely talented, "especially as after-dinner speakers."

The going rate to rent-a-lord is $240 per appearance plus expenses. The rental fee goes up if the royalty is required to handle extra chores like making a speech.

**The average world price of a pound of sugar was 1.98 cents in 1968. The average last year was 9.59 cents a pound. Today, the world average price exceeds more than 30 cents a pound.**

## Billions in Bullion

Apparently feeling a need to assure American citizenry as well as the world that the United States' hoard of gold was indeed intact at Ft. Knox, Ky., U.S. Mint officials recently conducted a 1-day tour for selected visitors to the nation's gold depository.

Ninety newspapermen and six congressmen made the special guided tour through Ft. Knox where about one-eighth of the world's monetary reserves of gold are stored—some 147.4 billion ounces worth $6.22 billion at official prices, but three times that value on the world market.

It is believed the Treasury Department permitted the look-see in reaction to charges by critics that the U.S. has secretly sold off massive amounts of the bullion to "supranational" individuals through European financial intermediaries. The charge, of course, has been denied.

## Crime Hotels

New York City's 20th precinct of police would breathe a lot easier if its jurisdiction would be rid of three hotels that apparently have become crime centers.

The New York *Times* reported that in the first nine and a half months of this year: 104 crimes, including one murder, occurred at the Manhattan Towers; 103 crimes, including three murders, occurred at the West Side Towers, and 34 crimes—including two murders—occurred at the Park Plaza.

Police say there were probably a lot of additional crimes that went unreported for one reason or another.

## ● Earthquake Control

Work on creation of an early warning system to forecast coming earthquakes has occupied a group of specialists in the U.S. Geological Survey for some time now.

The goal is to be able to predict where an earthquake will occur, its magnitude, and exactly when to expect it. The ultimate goal is to reach a point of achievement where perhaps earthquakes can actually be prevented or at least minimized in terms of damage.

Currently, scientists are concentrating their research in Bear Valley, a seismically active section in a rural area about 120 miles southeast of San Francisco.

## ● Corporate School Aid

The Council for Financial Aid to Education hopes for a big gain this year in corporate aid to schools after adjusting for inflation.

Some corporations already have indicated they will increase their aid—which always has been largely token—to what the council hopes will be an average seven per cent gain.

Colleges, meanwhile, are increasing their aggressive solicitation for dollars from companies.

**Only 14 per cent of the women surveyed in a national poll recently said they preferred the feminist designation, "Ms," to either "Miss," or "Mrs." as the case may be.**

## ● Computer Analysis

Analysis of electrocardiograms by computer for the diagnosis of heart disease is proving superior to individual readings by a cardiologist.

Dr. Hubert V. Pipberger of the Veterans Administration, an internationally known specialist in cardiovascular data processing, recently pitted his computer's readings against two of the expert cardiologists in the nation. The result was that the computer findings were about one-fourth more informative than the reading by either expert.

The computer's advantage, according to Dr. Pipberger, is that it makes 110 accurate measurements of each heartbeat. Also, the computer has a precise memory of heart profiles.

Dr. Pipberger's computer works with the findings from tests made in more than a thousand cases by cardiologists at a VA hospital.

## ● Following the Sun

Florida, for the second consecutive year, leads the nation in attracting new families as more than two family groups move in for every one that leaves.

New York and North Dakota share the lead for having the most outbound family migration, according to a survey by moving van and storage people.

Most popular states after Florida are Arizona, Vermont and Washington.

## ● Bike Parking Meters

Parking meters for bicycles, first appearing in California communities, now are beginning to spread to the Southwest and East.

Called "bike banks," the devices are aimed mostly at stemming increased bicycle thefts in downtown areas as well as getting revenue for the city.

The bike bank units operate so that a bicycle can be slipped into a slot and a chain is wrapped around the front wheel. The owner locks the chain and removes the key after inserting a quarter.

## ● Bumper Stickers

An estimated one of every 10 autos in the United States now has one or more stickers attached to its bumpers, according to industry sources.

In most cases, the stickers are political, environmental or reflect the motto of a given organization. Others are religious in nature, dwell upon law and order, or are simply wisecracks.

Currently, the bumper sticker business is booming at a 15 percent annual rate of increase. Production cost for a batch of 20,000 stickers 11 inches long runs to about 2 or 3 cents apiece.

Bumper stickers, as near as can be determined, first got their start in 1948 during a political campaign, according to the Texas Memorial Museum in Austin, Tex., which boasts a collection of about 10,000 stickers.

**Movie popcorn prices are expected to zoom upward this winter because of shortages. At the moment, a one-pound bag of popcorn costs 40 cents—up from 25 cents last year.**

## ● Rail Speed Record

An all-time record for a steel-wheeled vehicle on steel rails of more than 250 miles per hour was set in August by the U.S. Department of Transportation's linear induction motor research vehicle being tested in Colorado.

The former record of 234 miles per hour was set by the same vehicle last April.

The vehicle is a "test bed" for the linear induction motor, according to DOT, and is not a prototype of a passenger vehicle. It operates on 6.2 miles of specially constructed conventional railroad track.

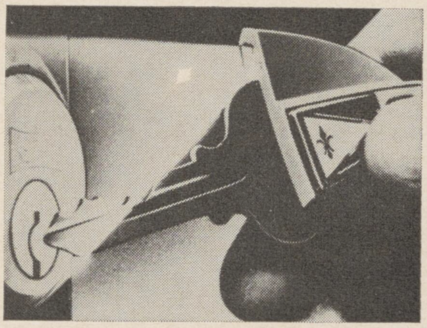
The U-shaped motor has no moving parts. Forward thrust is generated by magnetic interaction between the motor and a vertical aluminum rail permanently installed between the tracks.

## ● Cutting Costs

The *Wall Street Journal* reports that many electric utility companies are cutting costs in the face of inflation by slicing operating expenditures to the bone.

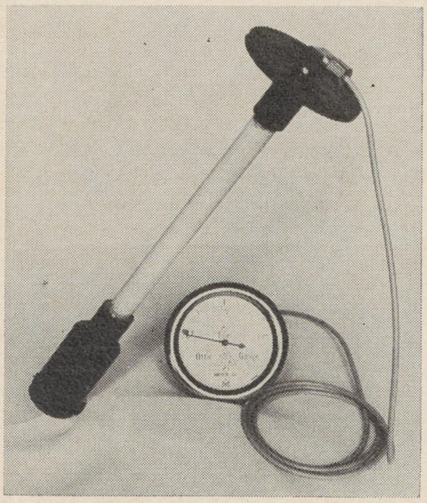
In most cases, the utilities are paring expenses for maintenance work. Utility commission officials fear that the policy may lead to unexpected power shortages due to breakdowns.

# WHAT'S NEW



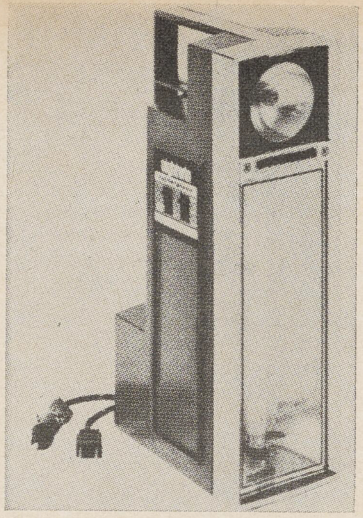
## Key Beam

This recently introduced key beam clips onto any size key and provides a steady, dependable light for car key holes, house key holes, dark pathways, theatre programs, road maps, milady's purse, baby's crib, etc. It can be easily removed and placed on any size key and it is completely self-contained with its own power supply and bulb. "It never needs a replacement cell or bulb and comes with a lifetime guarantee," reports its manufacturer.



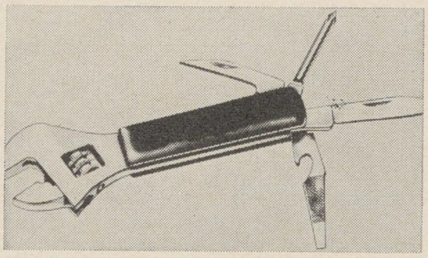
## Liquid Gauge

This newly introduced liquid gauge is non-electric; reads 24 hours a day, 7 days a week; and will gauge tanks in excess of 300 feet away. The gauge has been installed and tested in the following fields and found to be very satisfactory: fire engines, buses, trucks, boats, motorhomes, underground tanks, above-ground tanks, stationary tanks and water wells.



## Emergency Device

A dual-purpose utility light powered by a lead acid rechargeable battery has been introduced. Its built-in battery charger works from 110-volt AC household current or 12-volt DC automotive electrical systems.

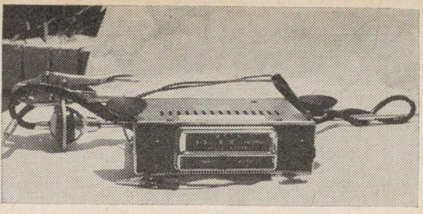


## 7-in-1 Wrench Tool

Here's a new, all-in-one, everyday tool for use in numerous jobs at home, office or workshop. The 7-in-1 tool comes with crescent wrench, bottle opener, phillips screwdriver, file, regular screwdriver, knife and punch. Lightweight, but rugged, it can be carried in pocket or purse. It has a vinyl handle and is made of nickel-plated steel.

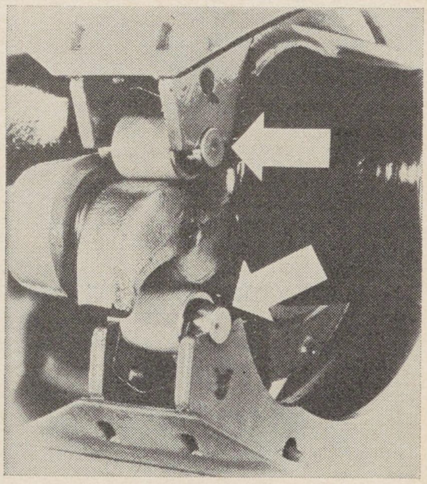
*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**



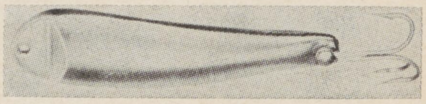
## Portable Truck Radio

The portable truck radio is designed to attach to the windshield or dashboard of a truck with suction cups. A brushed aluminum housing gives the radio a neat look as well as durability to withstand the knocks and bumps to which portables are subjected. The antenna, included in the package, has leads which allow it to be attached to the mirror supports by means of a small vice grip.



## Brake Shoe Rollers

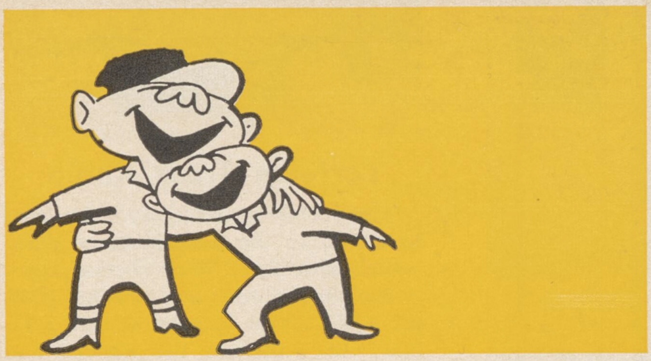
The manufacturer says its recently introduced rollers help prevent rollers from sliding on the smooth cam surface due to the grip of diamond knurls. This action is said to eliminate erratic brakes caused by flat spots and frozen rollers.



## Fishing Lure

This lure is said to be a new concept in fishing. The design gives every fisherman, both bait and sport, surf casting or trolling, a lure with which he can be happy. Big for its weight, it is made of chrome-plated aluminum. Because of its eel-like, side-to-side, zig-zag motion, it will stay on the same plane and, within reason, will not plane up, sink or spin while moving even with attachments. This lure is desired to sink slower than the average lure.

# LAUGH LOAD



## Hardly Intentional

As the man pulled the small boy out of a hole in the frozen river, he asked: "How did you come to fall in?"

"I didn't come to fall in," the boy gasped. "I came to skate."

## Up in the Air

Farmer: "Who won the race to the fence, you or the bull?"

Trespasser untangling himself from the barbed wire: "I guess you could say it was a toss-up."

## Alibi for Speeding

Traffic Officer: "What's the idea of racing through town at 70 miles an hour?"

Young Driver: "I don't have any brakes and I wanted to get home before something happened."

## A Reverent Riposte

The minister phoned the Board of Health to request removal of a dead donkey from in front of the church. The young bureaucrat who answered decided to get cute. "But Reverend, I thought you clergymen were supposed to look after the deceased."

"We do, we do," replied the minister. "But first we get in touch with the relatives!"

## Song-and-Dance Act?

The man specified the canary he bought from the pet store must be a good singer. After he took it home, he called the store and complained. "This bird's legs are all bent!"

"Well, you said you wanted a singer, not a dancer!" replied the pet store owner.

## Negative Charge

Doctor: "Tell me in your own words just how you feel."

Patient: "Doc, I feel like a four-year-old battery with a two-year guarantee!"

## He Was Some Bird!

The city slicker stopped in a rural hamlet during his vacation trip and sarcastically inquired of an oldster rocking on his front porch: "Hey, Pop, how long has this burg been dead?"

The ancient one looked at the tourist and replied: "Just lately, I reckon . . . you're the first buzzard that's showed up!"

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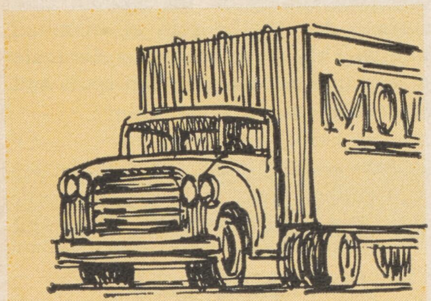
## MOVING? *Let Your Local Union Know!*



**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

NAME..........

NEW ADDRESS..........

.......... City .......... State .......... Zip Code

OLD ADDRESS..........

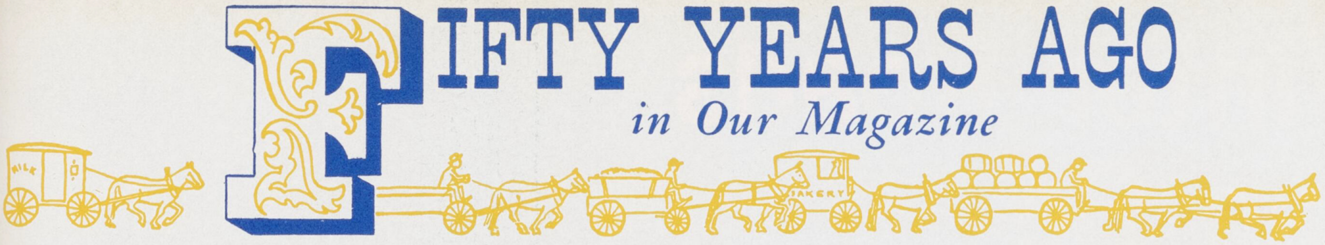
.......... City .......... State .......... Zip Code

LOCAL UNION NO..........

LEDGER NO..........
(If unknown—check with Local Union)

NAME OF EMPLOYER..........

**Give this form to your Business Agent, Job Steward or mail to your Local Union Office.**



# FIFTY YEARS AGO
*in Our Magazine*

**VOLUME XXI** *(From the November, 1924, Issue of the TEAMSTER)* **NUMBER 11**

## The Shame of Los Angeles

Fifty thousand men walking the streets—looking for work, in Los Angeles. Yes, this number of unemployed men is reliably reported as a conservative estimate—men who were allured to the southern California city by an advertising campaign sizzling with hot air and misrepresentations as to conditions generally.

The Los Angeles Chamber of Commerce brought these poverty stricken unfortunates, that labor might be cheapened, with a conscienceless desire on the part of these soldiers of greed and avarice, to gain for themselves unholy shekels, for the beating down of labor costs, with resultant profit to the merciless gang of gorgers, has been in evidence.

It is a burning shame that men with no evidence that they have any thing but water in their veins instead of the rich red blood which true citizens of this fair America should and largely do possess, have been permitted to go on with their nefarious campaign of misrepresentation without federal or state interference.

The gang of oil stock selling peddlers who sold unsuspecting victims their worthless engraved certificates went to jail through federal prosecution. Was their crooked and heartless process of bleeding suckers less reprehensible than are those of the gang who "sold" the unsuspecting mechanics and workers generally —on Los Angeles? You be the judge!

Thank God, there are yet some good citizens of Los Angeles remaining, who are not allied with that body of ghouls, who play on the caprices of unsophisticated humans and who are responsible for the conditions recited, but not made sufficiently emphatic to express the supreme contempt in which they should be held. Reference is here made with a salaam, to the Los Angeles Protective League.

The Los Angeles Protective League has been organized as a protest against the activities of the Los Angeles Chamber of Commerce and their detestable methods of flooding the town with surplus labor as a means of impoverishing resident wage workers.

## Oklahoma Governor Defends Prison Labor

Oklahoma City, Okla.—At a conference with trade unionists, farmers and business men, Governor Trapp refused to take any action that would end the contract prison labor system in this state. The contract is held by the Reliance manufacturing company. The governor insisted that the state is making a yearly profit of $80,000 on the contract, but was forced to retract when the delegation showed that the state is paying $1.50 for every dollar received from the Reliance company.

In 1920 the state entered into a contract with this company whereby all raw material and the finished product was transported to and from the penitentiary by the state. The company agreed to pay 60 cents a dozen for shirts manufactured at the prison plant. All overhead charges were paid by the state.

## Teamsters Are Leading Contributors To AFL Non-Partisan Political Fund

The combined teamsters' and chauffeurs' organizations affiliated with the Joint Council of Chicago subscribed to the American Federation of Labor Non-Partisan Political Committee the sum of $600.00. They also subscribed and donated $3,000.00 to help in the election of Governor Small, a Republican Governor of Illinois, whom they claim has been a friend to Labor. They also subscribed $6,000.00 to help in defraying the expenses of the Illinois LaFollette-Wheeler campaign.

No other organizations of Labor in Chicago, or any other place that we know of throughout the country, have donated anything like this amount to the political contest this year.

In addition to this the Teamsters' Joint Council has placed at the disposal of the LaFollette campaign committee several first class automobiles, with union chauffeurs, free of charge.

Senator LaFollette, when in Chicago, where he addressed the largest gathering that ever attended a political meeting, was the guest of President William Neer and in the parade rode with Mr. Neer in his Lincoln Special, which is the property of the Milk Wagon Drivers' Union.

The candidate for President of the United States, on the independent ticket, expressed his great satisfaction to Mr. Neer that he was riding in a car owned by a trade union and operated by a trade union official.

Surely this is some change from the time when the old fire-eating prater used to have his hand out for a few paltry nickels, for which he sold his body and soul to the politicians.

The Teamsters' Union in Chicago, and elsewhere, have always been in the lead for cleanliness in the Labor Movement and cleanliness in the political world.

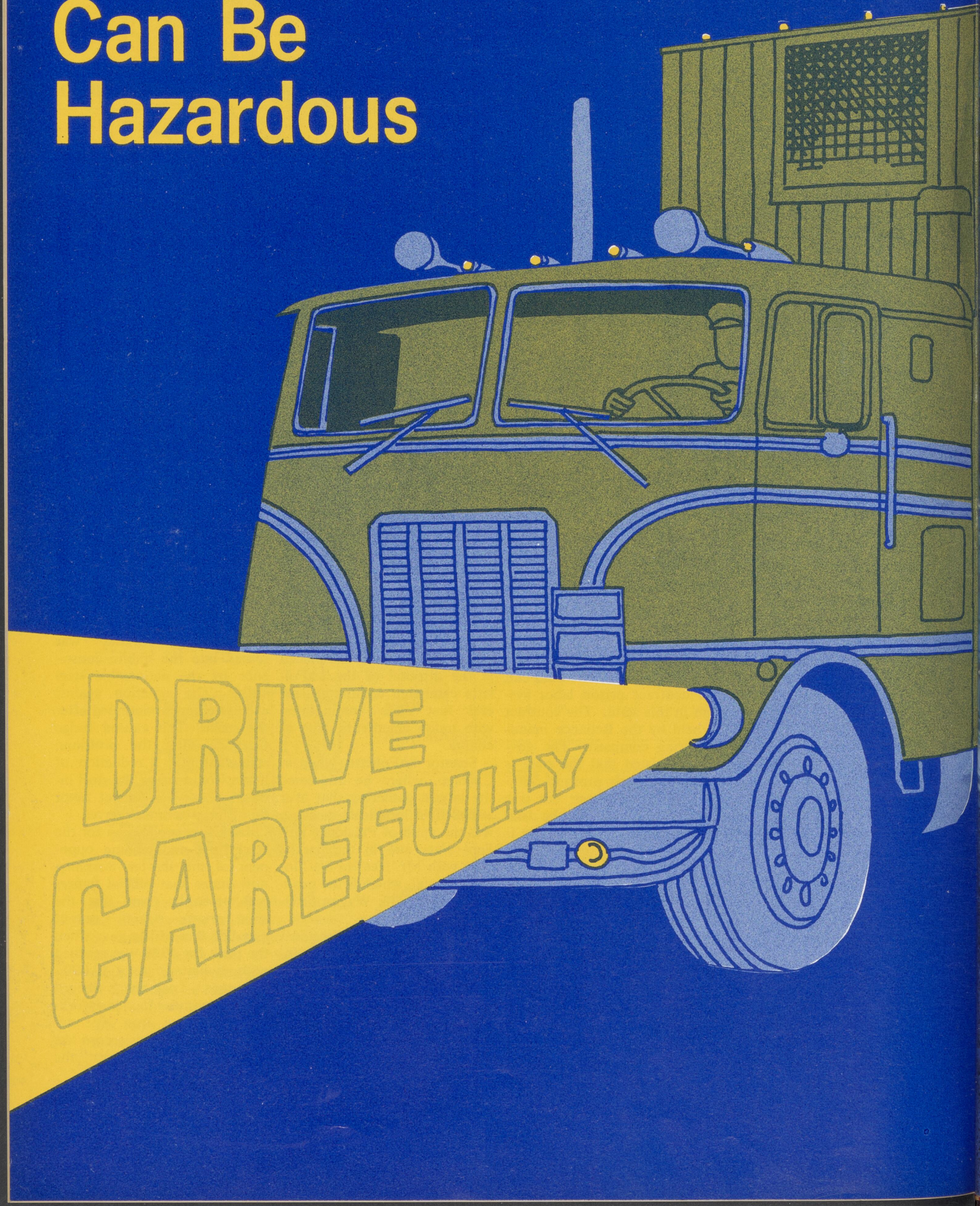
## Steel Barons Refuted; Shorter Workday Wins

New York.—Steel records continue to confound alleged wise men in this industry who prophesied disaster if the 11 and 12 hour day were abandoned.

The long workday was seared into the public conscience by the nationwide steel strike. The agitation against excessive hours continued after the strike. This caused Judge Gary to utter the profound statement that a reduction of hours would wreck the steel industry, "and we do not favor this," the wise man averred.

Iron Age, spokesman for the steel trust and leading opponent of the shorter workday, now states that official figures will probably show that the steel trust's March output equalled that of last year when the peak for 1923 was reached with an annual rate of 49,000,000 tons. Last year's record was made under the long workday, and now Iron Age acknowledges that this record has been duplicated under the shorter workday.

# Winter Roads Can Be Hazardous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CAREFULLY

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DECEMBER 1974

*Season's Greetings*

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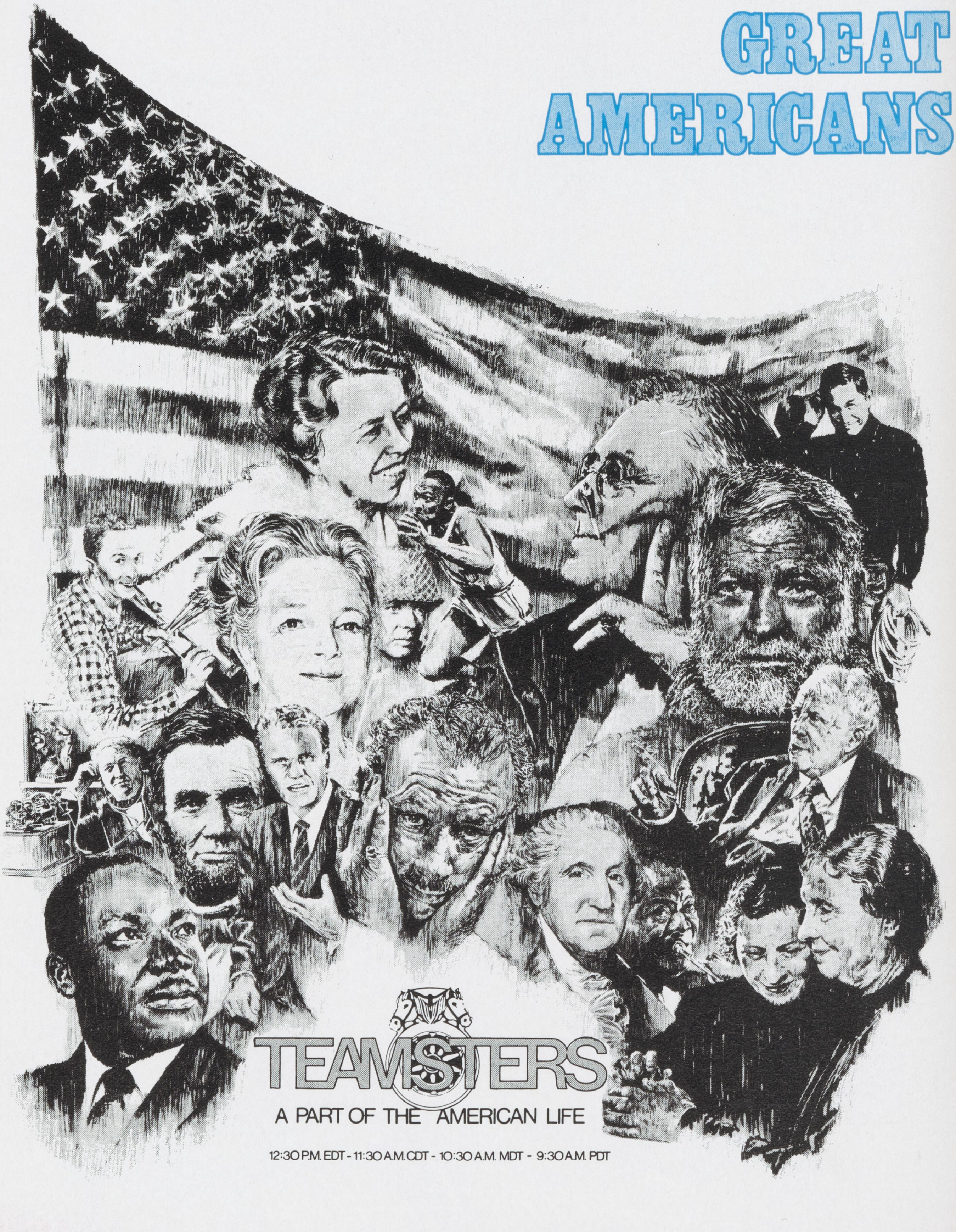
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|---|---|---|
| **ALABAMA** | | |
| Birmingham | WCRT | |
| Birmingham | WYAM | 1450 |
| Calera | WBYE | 1370 |
| *Decatur | WMSL | 1400 |
| Demopolis | WXAL | 1400 |
| Dothan | WOOF-FM | |
| Dothan | WOOF | |
| Eufaula | WULA | 1240 |
| Eufaula | WULA-FM | 92.7 |
| Fairhope | WABF | 1220 |
| *Florence | WLAY | 1450 |
| Florence | WLAY-FM | 105.5 |
| Foley | WHEP | 1310 |
| Gadsden | WLJM | 103.7 |
| Gadsden | WJBY | 930 |
| Haleyville | WJBB | 1230 |
| Jackson | WHOD | 1290 |
| Jackson | WHOD-FM | 104.9 |
| *Jasper | WARF | 1240 |
| Mobile | WMOO | 1550 |
| *Oneonta | WCRL | 1570 |
| Opelika-Auburn | WJHO | 1400 |
| Sylacauga | WFEB | 1340 |
| Troy | WTBF | 970 |
| Tuscaloosa | WTUG | 790 |
| **ARIZONA** | | |
| Kingman | KAAA | 1230 |
| Phoenix | KRDS | 1190 |
| Prescott | KNOT | 1450 |
| Tucson | KHYT | 1330 |
| **ARKANSAS** | | |
| *Camden | KAMD | 910 |
| Camden | KWEH | 97.1 |
| Conway | KCON | 1230 |
| *Helena | KFFA | 1360 |
| *Hot Springs | KXOW | 1420 |
| Jonesboro | KBTM | 1230 |
| Pine Bluff | KPBA | 1590 |
| **CALIFORNIA** | | |
| Bakersfield | KPMC | 1560 |
| *Bakersfield | KBIS | 970 |
| Brawley | KROP | 1300 |
| *Burney | KAVA | 1450 |
| Concord | KWUN | 1480 |
| *Fresno | KEAP | 980 |
| Jackson | KGNT | 93.3 |
| King City | KRKC | |
| Lancaster | KAVL | 610 |
| *Los Angeles | KFAC | 1330 |
| *Los Angeles | KFAC-FM | 92.3 |
| Merced | KWIP | 1580 |
| Needles | KSFE | 1340 |
| Oxnard-Ventura | KBBQ | 1590 |
| *Oxnard-Ventura | KBBY | 95.1 |
| *Palm Springs | KGUY | 1270 |
| Redding | KCLM | 1330 |
| Riverside-San Bernadino | KACE | 1570 |
| Riverside-San Bernadino | KACE-FM | 92.7 |
| Roseville | KPOP | 1110 |
| Roseville | KPIP | 93.5 |
| Sacramento | KJAY | 1430 |
| Salinas-Monterey | KIDD | 630 |
| San Diego | KOZN | 103.7 |
| San Francisco | KSAY | |
| *San Fransisco-Oakland | KNEW | 910 |
| *San Jose | KXRX | 1500 |
| Santa Barbara-Santa Maria Lompoc | KLOM | 1330 |
| Santa Barbara-Santa Maria Lompoc | KLOM-FM | 97.2 |
| Stockton | KWG | 1230 |
| *Tulare-Visalia | KCOK | 1270 |
| *Tulare-Visalia | KWSM | 106.7 |
| Watsonville | KOMY | 1340 |
| Yuba City | KUBA | 1600 |
| **COLORADO** | | |
| Colorado Springs | KSSS | 740 |
| Delta | KDTA | 1400 |
| *Denver | KERE | 710 |
| Durango | KIUP | 930 |
| *Durango | KIUP-FM | 100.5 |
| Grand Junction | KQIL | 1340 |
| *Greeley | KFKA | 1310 |
| *Pueblo | KCSJ | 590 |
| **CONNECTICUT** | | |
| Ansonia | WADS | 690 |
| Danbury | WINE | 940 |
| Danbury | WINE-FM | 95.1 |
| *Milford | WFIF | 1500 |
| *New Haven | WNHC | 1340 |
| Old Saybrook | WLIS | 1420 |
| Putnam | WINY | 1350 |
| Southington | WNTY | 990 |
| Torrington | WSNG | 610 |
| Waterbury | WATR | 1320 |
| **DELAWARE** | | |
| Dover | WDOV | 1410 |
| *Wilmington | WTUX | 1290 |
| **DISTRICT OF COLUMBIA** | | |
| Washington | WPIK | 730 |
| Washington | KXRA | 105.9 |
| **FLORIDA** | | |
| *Belle Glade | WSWN | 900 |
| *Daytona Beach | WELE | 1590 |
| Delano | WDLF | |
| Ft. Meyers | WCAI | 1350 |
| Immokalee | WKEM | 1490 |
| Immokalee | WKEM-FM | 95.9 |
| Jacksonville | WQIK | 1090 |
| Jacksonville | WQIK-FM | 99.1 |
| *Lakeland | WWAB | 1330 |
| Leesburg | WLBE | 790 |
| Leesburg | WDGM | 106.7 |
| Melbourne | WMMB | 1240 |
| *Miami | WWOK | 1260 |
| Mt. Dora | WORJ | 107.7 |
| New Smyrna Beach | WSBB | 1230 |
| Ocala | WTMC | 1290 |
| *Orlando | WORL | 1270 |
| Palatka | WSUZ | 800 |
| Panama City | WSCM | 1290 |
| Pensacola | WBOP | 980 |
| Planatation Key | WXOS | 100.3 |
| Punta Gorda | WCCF | 1580 |
| Punta Gorda | WCCF-FM | 92.7 |
| Quincy | WCNH | 1230 |
| Sarasota-Bradenton | WTRL | 1490 |
| Sebring | WSEB | 1340 |
| *Sebring | WSKP | 105.5 |
| Starke | WPXE | 1490 |
| Stuart | WMCF | 92.7 |
| *Tallahassee | WGLF | 104.1 |
| Tampa | WQYK | 1110 |
| Tampa | WQYK-FM | 99.5 |
| Vero Beach | WTTB | 1490 |
| *West Palm Beach (Boynton Beach) | WKAO | 1510 |
| West Palm Beach (Jupiter) | WRYZ | 1000 |
| Winter Haven | WZNG | 1360 |
| **GEORGIA** | | |
| Atlanta | WIIN | 970 |
| *Atlanta | WYZE | 1480 |
| Augusta | WBBQ | 1340 |
| *Augusta (North Augusta, SC) | WFNL | 1600 |
| Bainbridge | WMGR | 930 |
| *Carrollton | WLBB | 1100 |
| Cartersville | WBHF | 1450 |
| Claxton | WCLA | 1470 |
| Claxton | WCLA-FM | 107.1 |
| Clayton | WGHC | 1570 |
| *Columbus | WHYD | 1270 |
| *Columbus | WCGQ | 107.3 |
| *Cordele | WMJM | 1490 |
| Dalton | WBLJ | 1230 |
| Fitzgerald | WBHB | 1240 |
| Ft. Valley | WFPM | 1150 |
| *Griffin | WKEU | 1450 |
| Jackson | WJGA | 1540 |
| Jackson | WJGA-FM | 92.1 |
| La Grange | WLAG | 1240 |
| Lyons | WBBT | 1340 |
| Macon | WCRY | 900 |
| Milledgeville | WMVG | 1450 |
| Moultrie | WMTM-FM | 93.9 |
| Newnan | WCOH | 1400 |
| Rome | WRGA | 1470 |
| Savannah | WQQT | 1450 |
| Thomson | WTWA | 1240 |
| *Valdosta | WGOV-FM | 950 |
| **HAWAII** | | |
| *Honolulu | KGU | 760 |
| **IDAHO** | | |
| Coeur D'Alene | KVNI | 1240 |
| Moscow (Pullman, WA) | KPUL | 1150 |
| Moscow (Pullman, WA) | KPUL-FM | 104.9 |
| Sandpoint | KSPT | 1400 |
| **ILLINOIS** | | |
| Aurora | WMRO | 1280 |
| *Belleville | WIBV | 1260 |
| *Bloomington-Normal | WAKC | 1440 |
| Charleston-Matton | WEIC | 1270 |
| Chester (Ste. Genevieve, Mo.) | KSGM | 980 |
| *Chicago | WNUS | 1390 |
| *Chicago | WNUS-FM | 107.5 |
| Danville | WITY | 980 |
| *Dixon | WIXN | 1470 |
| *Evanston | WLTD | 1590 |
| Galesburg | WGIL | 1400 |
| Herrin | WJPF | 1450 |
| Joliet | WJRC | 1410 |
| Lawrenceville | WAKO | 910 |
| Lawrenceville | WAKO-FM | 103.1 |
| Litchfield | WSMI | 1540 |
| Mt. Vernon | WMIX | 940 |
| Mt. Vernon | WMIX-FM | 94.1 |
| *Peoria | WPEO | 1020 |
| *Peru | WGSY | 100.9 |
| Rockford | WYFE-FM | |
| Rockford | WYFE | 1520 |
| Waukegan | WKRS | 1220 |
| **INDIANA** | | |
| Boonville | WBNL | 1540 |
| Boonville | WBNL-FM | 107.1 |
| Decatur | WADM | 1540 |
| Decatur | WADM-FM | 92.7 |
| Elkhart | WCMR | 1270 |
| Elwood | WBMP | 101.7 |
| *Gary | WLTH | 1370 |
| Huntington | WHLT | 1300 |
| Huntington | WHLT-FM | 103.1 |
| Indianapolis | WNIR(D) | 1590 |
| Indianapolis | WIBC(N) | 1070 |
| Logansport | WSAL | 1230 |
| Martinsville | WCBK | 1540 |
| Martinsville | WCBK-FM | 102.3 |
| Mt. Vernon | WPCO | 1590 |
| Princeton | WRAY | 1250 |
| Princeton | WRAY-FM | 98.1 |
| Rensselaer | WRIN | 1560 |
| Rushville | WRCR | 94.3 |
| Scottsburg | WMPI-FM | |
| *South Bend | WJVA | 1580 |
| *Terre Haute | WVTS | 100.7 |
| Wabash | WKUZ | 95.9 |
| **IOWA** | | |
| Ames | KASI | 1430 |
| *Burlington-Keokuk-Fort Madison | KXGI | 1360 |
| *Cedar Rapids | KHAK | 1360 |
| *Cedar Rapids | KHAK-FM | 98.1 |
| Dubuque (Platteville, WI) | WSWW | 1590 |
| Dubuque (Platteville, WI) | WSWW-FM | 99.3 |
| Fort Dodge | KVFD | 1400 |
| Newton | KCOB-FM | 95.9 |
| Sheldon | KIWA | 1550 |
| Sheldon | KIWA-FM | 105.5 |
| Sioux City | KMNS | 620 |
| Waterloo | KLEU | 850 |
| **KANSAS** | | |
| Hutchinson | KWHK | 1260 |
| Liberal | KLIB | 1470 |
| Pratt | KWNS | 1290 |
| Pratt | KWNS-FM | 93.1 |
| Topeka | KTOP-FM | 100.3 |
| **KENTUCKY** | | |
| Bowling Green | WLBJ | 1410 |
| Hodgenville | WLCB-FM | |
| Lexington | WAXU | 1580 |
| Lexington | WAXU-FM | 103.1 |
| *Louisville | WTMT | 620 |
| *Louisville (Jeffersonville, IN) | WXVW | 1450 |
| *Maysville | WFTM | 1240 |
| Neon | WNKY | 1480 |
| Pikeville | WPKE | 1240 |
| Shelbyville | WCND | 940 |
| **LOUISIANA** | | |
| Bastrop | KVOB | 1340 |
| *Baton Rouge | WLBI | 1220 |
| Crowley | KSIG | 1450 |
| Hammond | WTGI | 103.3 |
| *Lafayette | KXKW | 1520 |
| Monroe | KLIC | 1230 |
| *New Orleans | WNNR | 990 |
| *New Orleans | KGLA | 1540 |
| *Shreveport | KCIJ | 980 |
| *Slidell | WSDL | 1560 |
| Winnsboro | KMAR | 1570 |
| *Winnsboro | KMAR-FM | 95.9 |
| **MARYLAND** | | |
| Annapolis | WNAV | 1430 |
| Hagerstown | WJEJ | 1240 |
| Havre de Grace | WASA | 1330 |
| Havre de Grace | WHDG | 103 7 |
| Ocean City | WETT | 1590 |
| Westminster | WTTR | 1470 |
| **MASSACHUSETTS** | | |
| Boston | WKOX | 1190 |
| *Boston | WVBF | 105.7 |
| Brockton | WOKW | 1410 |
| Fall River | WALE | 1400 |
| Lawrence | WCCM | 800 |
| *Pittsfield | WSBS | 860 |
| Springfield-Holyoke | WREB | 930 |
| **MICHIGAN** | | |
| Adrian | WLEN-FM | 103.9 |
| Ann Arbor | WNRZ-FM | 102.9 |
| Battle Creek | WVOC | 1500 |
| *Detroit | WDEE | 1130 |
| Flint | WCZN | 1570 |
| Grand Rapids | WCUZ | 1230 |
| Holland | WHTC | 1450 |
| Jackson | WKHM | 970 |
| Kalamazoo | WYYY | 1470 |
| *Lansing | WCER | 1390 |
| *Lansing | WCER-FM | 92.7 |
| Mt. Pleasant | WCEN | 1150 |
| Muskegon | WMUS | 1090 |
| Muskegon | WMUS-FM | 106.9 |
| Niles | WNIL | 1290 |
| Niles | WNIL-FM | 95.3 |
| Saline | WNRS | 1290 |
| *St. John's | WRBJ | 1580 |
| *St. John's | WRBJ-FM | 92.1 |
| Tawas City | WIOS | 1510 |
| Tawas City | WIOS | 1480 |
| Three Rivers | WLKM | 1510 |
| **MINNESOTA** | | |
| Aitkin | KKIN | 930 |
| *Austin | KAUS | 1480 |
| Crookston | KROX | 1260 |
| Duluth | KAOH | 1390 |
| East Grand Forks | KRAD | 1590 |
| Eveleth | WEVE | 1340 |
| Faribault | KDHL | 920 |
| Fergus Falls | KBRF | 1250 |
| Grand Rapids | KOZY | 1490 |
| Minneapolis | KTCR | 690 |
| Minneapolis | KTCR-FM | 97.1 |
| *Moorhead | KVOX | 1280 |
| *Morris | KMRS | 1230 |
| Rochester | KOLM | 1520 |
| *Roseau | KRWB | 1410 |
| Thief River Falls | KTRF | 1230 |
| **MISSISSIPPI** | | |
| Amory | WAMY | 1580 |
| *Biloxi-Gulfport | WLOX | 1490 |
| Clarksdale | WROX | 1450 |
| Corinth | WKCU | 1350 |
| Greenville | WJPR | 1330 |
| *Jackson | WJXN | 1450 |
| Laurel | WLAU | 1430 |
| Meridian | WDAL | 1330 |
| Meridian | WDAL-FM | 101.3 |
| Pascagoula | WCIS | 1460 |
| Pascagoula | WCIS-FM | 104.9 |
| Pontotoc | WSEL | 1440 |
| Tupelo | WELO | 580 |
| *West Point | WROB | 1450 |
| **MISSOURI** | | |
| Bolivar | KBLR | 1130 |
| Bolivar | KLTB | 106.3 |
| *Caruthersville | KCRV | 1370 |
| *Jefferson City | KWOS | 1240 |
| Mexico | KXEO | 1340 |
| Poplar Bluff | KWOC | 930 |
| Poplar Bluff | KPBM | 94.5 |
| Salem | KSMO | 1340 |
| Ste. Genevieve | KSGM | 980 |
| St. Louis | KATZ | 1600 |
| Warrensburg | KOKO | 1450 |
| Waynesville | KJPW | 1390 |
| Waynesville | KYSD | 102.3 |
| **MONTANA** | | |
| Red Lodge | KRBN | 1450 |
| Sidney | KGCX | 1480 |
| Wolf Point | KVCK | 1450 |
| **NEBRASKA** | | |
| Kearney | KGFW | 1340 |
| *McCook | KBRL | 1300 |
| Omaha | KOOO | 1420 |
| **NEVADA** | | |
| Las Vegas | KVOV | 1280 |
| Reno | KOLO | 920 |
| **NEW HAMPSHIRE** | | |
| Exeter | WKXR | 1540 |
| Exeter | WKXR-FM | 107.1 |
| Nashua | WOTW | 900 |
| Nashua | WOTW-FM | 106.3 |
| **NEW JERSEY** | | |
| Bridgeton | WSNJ | 1240 |
| Bridgeton | WSNJ-FM | 107.7 |
| *Camden | WTMR | 800 |
| *Franklin | WSUS-FM | |
| Long Branch Asbury Pk | WHLW | 1170 |
| Stirling | WKMB | 1070 |
| Trenton | WTTM | 920 |
| Wildwood | WCMC | 1230 |
| **NEW MEXICO** | | |
| Alamogordo | KALG | 1230 |
| Albuquerque | KGGM | |
| Albuquerque | KZIA | |
| Artesia | KSVP | 990 |
| Carlsbad | KCCC | 930 |
| Clovis | KMTY | 99.1 |
| Gallup | KGAK | 1330 |
| Hobbs | KWEW | 1480 |
| Las Cruces | KOBE | 1450 |
| Las Vegas | KFUN | 1230 |
| Santa-Fe | KVSF | 1260 |
| **NEW YORK** | | |
| Albany-Schenectady-Troy | WSNY | 1240 |
| Albany-Schenectady-Troy | WTRY | 980 |
| Amsterdam | WKOL | 1570 |
| Auburn | WMBO | 1340 |
| *Binghamton | WEBO | 1300 |
| *Binghamton | WEBO-FM | 101.7 |
| Brockport | WADD | 1560 |
| Buffalo | WXRL | 1300 |
| Corning | WCLI | 1450 |
| Corning | WCLI-FM | 106.1 |
| Elmira | WEHH | 1590 |
| Fredonia | WBUZ | 1570 |
| *Herkimer | WALY | 1420 |
| Lake Placid | WIRD | 920 |
| *Malone | WICY | 1490 |
| New York | WMCA | 570 |
| *Niagara Falls | WJJL | 1440 |
| Oswego-Fulton | WOSC | 1300 |
| Plattsburgh | WIRY | 1340 |
| *Rochester | WVOR | 100.5 |
| Southampton-Sag Harbor | WLNG | 1600 |
| *Syracuse (No.) | WSOQ | 1220 |
| Utica-Rome | WKAL | 1450 |
| Warwick | WTBQ | 1110 |
| Watertown | WATN | 1240 |
| **NORTH CAROLINA** | | |
| Ashville (Black Mtn.) | WBMS | 1350 |
| Bridgton | WSFL | 97.7 |
| *Burlington | WBBB | |
| *Charlotte | WAME | 1480 |
| Charlotte | WHVN | 1310 |
| *Chapel Hill | WCHL | 1360 |
| *Durham | WTIK | 1310 |
| Eden | WLOE | 1490 |
| Fayetteville | WIDU | 1600 |
| Fuquay Springs | WAKS | 1460 |
| Greensboro | WPET | 950 |
| Greensboro | WRQK | 98.7 |
| High Point | WHPE | 1070 |
| High Point | WHPE-FM | 95.5 |
| Lenoir | WJRI | 1340 |
| Morehead City | WMBL | |
| Morehead City | WMBL-FM | 95.9 |
| Mt. Airy | WSYD | 1300 |
| No. Wilkesboro | WKBC | 810 |
| Raleigh | WLLE | 570 |
| Salisbury | WSTP | 1490 |
| Shelby | WOHS | 730 |
| Shelby | WOHS-FM | 96.1 |
| Sylva | WMSJ | 1480 |
| Tabor City | WTAB | 1370 |
| Tabor City | WKSM | 104.9 |
| Tryon | WTYN | 1550 |
| Washington | WEEW | 1320 |
| *Wilmington | WHSL | 1490 |
| Winston-Salem | WKBX | 1500 |
| **NORTH DAKOTA** | | |
| Devil's Lake | KDLR | 1240 |
| Fargo (Moorhead, Mn) | KVOX | 1280 |
| Grafton | KGPC | 1340 |
| Grand Forks (E. Grand Forks, MN) | KRAD | 1590 |
| Mayville | KMAV | 1520 |
| Minot | KLPM | 1390 |
| Rugby | KGCA | 1450 |
| **OHIO** | | |
| Ashland | WNCO | 1340 |
| Athens | WATH | 970 |
| Athens | WATH-FM | 105.5 |
| Canton | WOIO | 1060 |
| *Chardon | WBKC | 1560 |
| Chillicothe | WBEX | 1490 |
| *Cincinnati (Fairfield) | WCNW | 1560 |
| *Cincinnati (Fairfield) | WFOL | 94.9 |
| *Cleveland | WJW | 850 |
| Columbus | WMNI | 920 |
| Defiance | WONW | 1280 |
| Dover | WJER | 1450 |
| Ironton | WIRO | 1230 |
| *Ironton | WITO | 107.1 |
| Lorain | WLRO | 1380 |
| *Massillon | WTIG | 990 |
| Newark | WCLT | 1430 |
| Portsmouth | WIOI | 1010 |
| Sandusky | WLEC | 1450 |
| Sidney | WMVR | 1080 |
| Sidney | WMVR-FM | 105.5 |
| Springfield | WBLY | 1600 |
| Steubenville | WSTV | 1340 |
| Toledo | WMHE | 92.5 |
| *Toledo | WTUU | |
| Van Wert | WERT | 1220 |
| Van Wert | WERT-FM | 98.9 |
| Wapakoneta | WERM | 92.1 |
| Willoughby | WELW | 1330 |
| Wilmington | WMWM | |
| *Youngstown | WNIO | 1540 |
| **OKLAHOMA** | | |
| Oklahoma City-Norman | KNOR | 1400 |
| Oklahoma City | KJAK | 100.5 |
| Oklahoma City | KLPR | 1140 |
| Ponca City | WBBZ | 1230 |
| Stillwater | KSPI | 780 |
| *Tulsa | KAKC | 970 |
| *Tulsa | KAKC-FM | 92.9 |
| **OREGON** | | |
| Albany-Corvallis | KWIL | 790 |
| Albany | KHPE | 107.9 |
| Cottage Grove | KNND | 1400 |
| Eugene-Springfield | KORE | 1050 |
| Grants Pass | KAGI | 930 |
| Salem | KSLM | 1390 |
| **PENNSYLVANIA** | | |
| Allentown-Bethlehem-Easton | WGPA | 1100 |
| *Altoona | WVAM | 1430 |
| Bedford | WBFD | 1310 |
| Bedford | WAKM | 100.9 |
| Bellefonte | WBLF | 1330 |
| Chester | WEEZ | 1590 |
| Connellsville | WLSW | 103.9 |
| Coudersport | WFRM | 600 |
| Doylestown | WBUX | 1570 |
| Ebensburg | WEND | 1580 |
| Franklin | WFRA | 1450 |
| Gettysburg | WGET | 1320 |
| Greensburg | WHJB | 620 |
| *Harrisburg | WHYL | 960 |
| *Harrisburg | WHYL-FM | 102.3 |
| *Johnstown | WCRO | 1230 |
| Lebanon | WAHT | |
| Linesville | WVCC | 101.7 |
| McKean | WMDI-FM | |
| Mexico | WJUN | 1220 |
| Mount Carmel | WMIM | 1590 |
| Philadelphia | WPEN | 950 |
| Philadelphia | WPEN-FM | 102.9 |
| *Philadelphia (Camden, NJ) | WTMR | 800 |
| *Pittsburgh | WYDD | 104.7 |
| Pittsburgh (Ambridge) | WMBA | 1460 |
| Pittsburgh (Carnegie) | WZUM | 1590 |
| Pittsburgh (New Kensington | WKPA | 1150 |
| Pottsville | WPPA | 1360 |
| Reading | WPAZ | 1370 |
| Scranton | WICK | 1400 |
| St. Mary's | WKBI | 1400 |
| Titusville | WTIV | 1230 |
| Towanda | WTTC | 1550 |
| *Tyrone | WTRN | 1340 |
| Washington | WJPA | 1450 |
| Wellsboro | WNBT | 1490 |
| York | WZIX | 1350 |
| **RHODE ISLAND** | | |
| Providence | WKRI | 1450 |
| *Westerly | WERI | 1230 |
| *Westerly | WERI-FM | 103.7 |
| *Woonsocket | WWON | 1240 |
| *Woonsocket | WOON-FM | 106.3 |
| **SOUTH CAROLINA** | | |
| Beaufort | WSIB | 1490 |
| *Bennettsville | WBSC | 1550 |
| *Charleston | WTMA | 1250 |
| Columbia | WCAY | 620 |
| Conway | WLAT | 1330 |
| *Greenville | WBBR | 1580 |
| Greenwood | WMTY | 1090 |
| Hampton | WBHC | 1270 |
| Hampton | WJBW | 103.1 |
| Hartsville | WHSC | 1450 |
| *North Augusta | WFNL | 1600 |
| Orangeburg | WORG | 1580 |
| Orangeburg | WHCE | 103.9 |
| Rock Hill | WRHI | 1340 |
| Seneca | WSNW | 1150 |
| Seneca | WBFM | 98.1 |
| **SOUTH DAKOTA** | | |
| Huron | KIJV | 1340 |
| Huron | KIJV-FM | 92.1 |
| Mitchell | KORN | 1490 |
| Sioux Falls | KCHF | 1520 |
| Sioux Falls | KCHF-FM | 93.5 |
| Watertown | KWAT | 950 |
| Winner | KWYR | 1260 |
| Winner | KWYR-FM | 93.7 |
| Yankton | KYNT | 1450 |
| **TENNESSEE** | | |
| Athens | WLAR | 1450 |
| *Chattanooga | WGOW | 1150 |
| Cleveland | WBAC | 1340 |
| *Columbia | WKRM | 1340 |
| Crossville | WAEW | 1330 |
| *Crossville | WAEF-FM | 99.3 |
| Dayton | WDNT | 1280 |
| Fayetteville | WEKR | 1240 |
| Franklin | WIZO | 1380 |
| Franklin | WIZO-FM | 100.1 |
| *Johnson City | WETB | 790 |
| Knoxville | WSKT | 1580 |
| Lewisburg | WJJM | 1490 |
| Lewisburg | WJJM-FM | 94.3 |
| Maryville | WGAP | 1400 |
| *Memphis | KWAM | 990 |
| Morristown | WCRK | 1150 |
| Murfreesboro | WGNS | 1450 |
| Nashville | WNAH(D) | 1360 |
| Nashville | WENO(N) | 1430 |
| Oak Ridge | WATO | 1290 |
| Winchester | WCDT | 1340 |
| **TEXAS** | | |
| Abilene | KCAD | 1560 |
| Amarillo | KRAY | 1360 |
| Bay City | KIOX | 1270 |
| Baytown | KWBA | 1360 |
| Beaumont-Port Arthur | KPAC | 1250 |
| Beeville | KIBL | 1490 |
| Brownwood | KEAN | 1240 |
| Dallas | WRR | 1310 |
| El Paso | KSET | 1340 |
| *Ft. Worth | KJIM | 870 |
| Houston | KODA | 1010 |
| Lufkin | KLUF | 1420 |
| Pampa | KPDN | 1340 |
| San Angelo | KTEO | 1340 |
| *San Antonio | KONO | 860 |
| Texarkana | KCMC | 740 |
| Victoria | KVIC | 1340 |
| Waco | KWTX | 1230 |
| **UTAH** | | |
| Logan | KBLW | 1390 |
| Ogden | KVOG | 1490 |
| Provo | KIXX | 1400 |
| Salt Lake City (Centerville) | KLAT | 1600 |
| *Salt Lake City | KRSP | 1060 |
| *Salt Lake City | KRSP-FM | 103.5 |
| **VIRGINIA** | | |
| Abingdon | WBBI | 1230 |
| Alexandria | WPIK | 730 |
| Bluefield | WKJC-FM | 106.3 |
| Bristol | WZAP | 960 |
| Crewe | WSVS | 800 |
| Danville | WDVA | 1250 |
| Front Royal | WFTR | 1450 |
| Gate City | WGAT | 1050 |
| Gate City | WGAT-FM | 104.9 |
| Gretna | WMNA | 730 |
| Hillsville | WHHV | 1400 |
| Lynchburg | WWOD | 1390 |
| Manassas | WPRW | 1450 |
| Marion | WOLD | 1330 |
| Mount Jackson | WSIG | 790 |
| Narrows | WNRV | 990 |
| Norfolk-Portsmouth-VA Beach | WWOC | 1400 |
| Norfolk-Portsmouth-VA Beach | WVAB | 1550 |
| Petersburg | WSSV | 1240 |
| Quantico | WQVA | 1530 |
| Richmond | WENZ | 1450 |
| Roanoke | WRIS | 1410 |
| Roanoke | WJLM | 93.5 |
| Waynesboro | WAYB | 1490 |
| Woodbridge | WXRA | 105.9 |
| **WASHINGTON** | | |
| Anacortes | KAGT | 1340 |
| Bellingham | KPUG | 1170 |
| Bellingham | KERI | 104.3 |
| *Blaine | KARI | 550 |
| Centralia-Chehalis | KELA | 1470 |
| Forks | KVAC | 1490 |
| Kennewick | KOTY | 1230 |
| Olympia | KGY | 1240 |
| Port Angeles | KNOP | 1450 |
| Prosser | KACA | 101.7 |
| *Pullman | KPUL | 1150 |
| *Pullman | KPUL-FM | 1[illegible]9 |
| Quincy | KPOR | 1370 |
| *Seattle | KIRO | 710 |
| *Seattle | KIRO-FM | 100.7 |
| Spokane | KEZE | 1380 |
| Spokane | KEZE-FM | 105.7 |
| Walla Walla | KHIT | 1320 |
| Yakima | KBBO | 1390 |
| **WEST VIRGINIA** | | |
| Beckley | WCIR | 1070 |
| Beckley | WCIR-FM | 103.9 |
| Charleston | WRDS | 1410 |
| Charleston (St. Albans) | WKLC | 1300 |
| Charleston (St. Albans) | WKLC-FM | 105.1 |
| Fisher | WELD | 690 |
| Grafton | WVVW | 1260 |
| Huntington (Ironton, Ohio) | WIRO | 1230 |
| *Huntington (Ironton, Ohio) | WITO | 107.1 |
| Logan | WLOG | 1230 |
| Martinsburg | WEPM | 1340 |
| Ronceverte | WRON | 1400 |
| Wheeling | WEIF | 1370 |
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THE INTERNATIONAL
# Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

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**Editorial material should be addressed to:**
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# FROM THE FIELD

### GEORGE FRENCH NAMED WCT ADMINISTRATOR

George French, recently named as administrative assistant to IBT Vice President M. E. Anderson, director of the Western Conference of Teamsters, first joined the Teamsters Union in 1955 as a soft drink driver. Four years after becoming a member of Teamster Local 353—which years later merged with Teamster Local 117 of Seattle, Wash.—French was appointed business agent. In 1965, he was elected secretary-treasurer of Local 353.

French was appointed a trustee of Teamster Joint Council 28 in 1969 and a year later was elected vice president. He remains vice president of Local 117 which merged early this year with Local 353.

While in Seattle, French was active in community programs and was a trustee for Seattle Community College by appointment from the governor.

### EINAR O. MOHN TAPPED FOR COMMITTEE JOB

Einar O. Mohn, who recently closed out a 40-year career as a Teamster leader—about half of it as an International Union Vice President—has already come back out of retirement in a sense.

Mohn was appointed recently to serve as a member of the National Advisory Committee of the National Council of Senior Citizens. He joins a list of outstanding Americans who serve on the committee.

### DRIVER'S DAUGHTER WINS BEAUTY TITLE

Kathy Lish, daughter of Darrell Lish, recently was crowned "Miss Pocatello, Idaho" for 1975. Lish, a construction driver, is a member of Teamster Local 983 in Pocatello.

### GOLF TOURNAMENT HELPS YOUNGSTERS

Teamster Local 135 of Indianapolis, Ind., sponsored a golf tournament recently with the proceeds from entry fees going to Teamsters Clothe-a-Child, Inc., a non-profit organization that helps youngsters in need. This year's tournament was called the "Gene San Soucie Memorial Golf Tourney," in honor of the late Teamster who died in a 1961 plane crash while president of Local 135.

### THREE BROTHERS HOLD SAFE-DRIVING RECORD

Three members of Teamster Local 549 in Kingsport, Tenn., hold one of the rarest safe-driving records around. All brothers, they are D. A. Livesay, J. B. Livesay and Cline Livesay. Together, they have a total of 105 years of driving for the Mason & Dixon Lines, all domiciled in Kingsport. Their safe-driving record extends over a collective 98 years and totals more than 10 million miles.

### TENNESSEE MEMBER HAS 'HOME OF WEEK'

Walter Jenkins, a member of Teamster Local 549 in Kingsport, Tenn., recently had his home selected as Johnson City's "Home of the Week." Jenkins is employed by ET&WNC Transportation Co., of Johnson City.

### RETIRED EARL PITTS TAKEN BY DEATH

Earl Pitts, former president of Teamster Local 196 in Los Angeles, Calif., died recently almost exactly two years after friends and colleagues tossed a testimonial dinner for him in honor of his many years of service.

Pitts retired on disability at the age of 48 following medical complications. His leadership career began in 1950 when he was elected recording secretary of Local 196. In 1962, he became the president of the local union.

### LOCAL VOLUNTEERS HELP AT CHRISTMAS

Teamster Local 743 in Chicago, Ill., has been organizing its annual Christmas volunteers for community service. The volunteers will visit five nursing homes to bring Christmas cheer to the residents, most of whom are elderly people.

### BANQUET GIVEN RETIRING OFFICER

Friends and colleagues of Ernie Martin held a banquet recently on the occasion of his announced plans to retire at the end of the year as president of Teamster Local 638 in Minneapolis, Minn. Martin's membership goes back to 1936 when he joined Teamster Local 544 where he remained until Local 638 was chartered in 1946 at which time he was named recording secretary of the new affiliate. As the years passed, Martin subsequently became vice president and finally president of the local union.

### CHICAGO MEMBER PLAYS IN TOURNEY

Edward O'Brien, a member of Teamster Local 743 in Chicago, Ill., enjoyed an exciting vacation recently when he competed in "The Little People of America" golf tournament at Los Angeles. O'Brien's playing partner in the tournament was Jack Albertson, star of the new television series, "Chico and the Man."

O'Brien's nephew, Eddie Buscemi, won a new car by making a hole in 2 on a 217-yard hole.

### ILLINOIS OFFICER TAKES RETIREMENT

Sam Trefts retired recently as secretary-treasurer of Teamster Local 347 in West Frankfort, Ill. Originally out of Teamster Local 688 in St. Louis, Mo., Trefts left that local union in 1954 to take an assignment with Local 347 which was formed by the merger of several small Teamster affiliates in southern Illinois.

Trefts soon became secretary-treasurer and held the job through the years.

# OBSERVATIONS OF THE GENERAL PRESIDENT

A YEAR AGO, this month, the nation was in the throes of the energy crisis. I remember well the urgency of the times then. There was furious activity in the executive branch of government as Americans grappled with a problem so serious it threatened to grind the country to a halt.

With the lifting of the oil embargo by the Arabs, we got a temporary reprieve from that disaster; although, I am certain that we are still badly plagued by the energy shortage. While there seems to be plenty of fuel for the moment, we will be held accountable in future days for the folly of our energy policies, or lack of them.

But the thing that occurs to me a year after the energy crisis is how quickly our problems have magnified. So quickly have they magnified that we were first engulfed by inflation, and now by an unemployment crisis.

For millions of unemployed Americans, it is no longer a question of how far a buck will go, but a question of no buck to go at all.

I think there is a legitimate comparison to be made between the long lines last winter at the gas pumps and the long lines now at the unemployment office.

The gas shortage affected everyone. The unemployment crisis affects only those who have lost their jobs or those looking for work who can't find it. For those with a job, inflation is a problem, but one which can be stemmed by a bit of belt tightening. Those who have lost their jobs can exist if they are entitled to unemployment compensation, but there is no alternative for the loss of dignity which comes as a reward for work.

I suspect that if the current job crisis affected everyone, there would again be furious activity at the high levels of government.

Unfortunately, there is no visible sense of urgency. Work programs are only legislative proposals yet to be acted upon, and much uncertainty surrounds final outcome of such proposals.

In the meantime, at a time of the year when we espouse brotherhood and the love of man for man, we are living in two different worlds. One world is for the haves, those with a job and income to provide for necessities. The other world is the have-nots, who have lost their jobs and their livelihood.

It is cruel reality to face up to during the holiday season, but it is one which we must face—one we must face with a sense of urgency. And it is cruel reality which cries out for leadership from both the executive and legislative branches of government.

All Americans should demand it and demand it NOW. Failing that, the message of Christmas has a hollow ring to it.

Frank E. Fitzsimmons

# ECONOMY

## Corporate Profits Continue to Soar as . . .

WHILE MOST consumers tightened their belts to adjust to continually eroding purchasing power, 1974 third quarter earnings and profit reports showed that the nation's corporate giants were still filling their coffers to record levels.

Earnings and profit reports pouring out of corporate bastions seemed certain to confirm, in fact, that earnings during the period had established another new-high record.

Economists hastened to provide the reasons why. They pointed to "illusory inventory profits" as the culprit for soaring earnings. Businessmen asserted that replacing inventories at higher costs would eat up their profits. Denials that companies were pocketing any of the money their sales and profits revealed were just as fast in coming.

The profit surge, the experts said, was tied to the windfalls that result when companies sell at today's high prices inventories they bought earlier at lower prices — the so-called "inventory profits." All the economists, including the government's, loudly proclaimed that these profits would be greatly reduced after taxes and when inventories were replenished.

They maintained that big business had actually slipped in economic stability over past months. The outlook is dim, they said, for much "real growth" in earnings in the near future.

Nevertheless, buoyed by wholesale prices which rose faster than labor costs per unit, profits rose to levels in the last quarter which surprised even the economists.

Phony or not, large gains were reported.

Heading the list of windfall profit-takers in this quarter as in last, were the oil companies.

Profits, after taxes, of the 15 largest U.S.-based oil companies increased 68.3 per cent in the nine month period ended September 30, 1974, from the comparable 1973 period. And it should be remembered that 1973 wasn't a bad year for them, either.

These 15 oil giants had total profits of $9.8 billion after taxes, and before extraordinary items and accounting changes in the first nine months of 1974.

Accounting changes were an important part of the profit picture, though. By switching to the so-called LIFO (last-in, first-out) inventory accounting system, some companies were able to report lower profit margins than they actually earned, a very convenient escape hatch for many, including the oil giants.

The changes wrought were so complex that in late November Commerce Dept. statisticians were still struggling to determine the amount of real profit increase that had occurred, after adjustments were made for inflationary impact.

But oil wasn't the only extremely profitable commodity. Paper, steel, aluminum and copper industries all boasted big gains. Chemical and drug

*(Continued on page 6)*

## Unemployment Climbs over Six Per Cent

THE HOLIDAY SEASON will be less joyour for many American workers this year. And it will be so with good reason! Thanks to rising inflation and a stagnating economy, consumers have found their paychecks steadily shrinking recently.

Now, compounding that dilemma is a sudden surge in unemployment (with no apparent end in sight). The nation's economic woes worsened as year's end approached. And the latest rise in joblessness only demonstrated once again that it's the worker who is left holding the short end of the stick.

Hitting the six per cent figure in October, the unemployment rate reflected the highest level of unemployment in 13 years. The last recorded high occurred in November, 1961 when the level reached 6.1 per cent. Such apparent job instability gave even workers who had jobs cause for alarm.

And they had reason to be uneasy. Amid government platitudes proclaiming that things weren't as bad as they seemed, the nation's manufacturers seemed destined to prove them wrong.

The biggest onslaught came when the big-three auto makers announced in late November that wide-scale layoffs or "furloughs" were scheduled for the month of December. As the INTERNATIONAL TEAMSTER went to press, the repercussions of of these moves were beginning to be felt. Displaced were more than 150,000 workers, both assembly-line and white collar. Thousands in related occupations faced similar layoffs as a result.

Adding to the uneasy situation were reports that the coal strike, which was expected to continue into December, would affect the rail, steel and coke industries as well. The Department of Labor estimated that more than 300,000 workers in related fields would be affected by the strike during the month.

The pundits held out one trace of good news, though. Ford Motor Company announced, along with its layoffs, that the price of its compact Pinto would drop $150.

Unfortunately, this might not be enough to buoy hard-pressed workers. They weren't impressed, especially when the Bureau of Labor Statistics announced that the annual inflation rate reached 12.2 per cent in November. This was the highest recorded rate since 1947, when the Bureau began keeping records.

At six per cent already, no one knew where the unemployment level would be by December. The Labor Dept., when queried, wouldn't hazard a guess. Where the level will eventually peak is impossible to predict. Surely, it won't happen in time to guarantee bright Christmases to the thousands of workers currently being displaced.

Experts offered all sorts of reasons for the rising unemployment figures. They decried the validity of the measurements, saying that many people included in the statistics were only short-term unemployed. One expert, Raymond S. Livingston, told

*(Continued on page 6)*

## Profits . . .

*(Continued from page 5)*

firms, banks cashing in on high interest rates and increased borrowing, and some food processors and retailers who declined to pass along lower farm prices to consumers were all among those reporting large pretax profits.

One longtime staple even benefitted from price hikes. The Great Western United Co., which produces sugar, saw both its prices and its profits rise greatly in the past few months. In fact, earnings rose by an astounding 1,200 per cent from 1973 to 1974, according to third-quarter reports.

Great Western was in good company. Reynolds Metals reported a 460.5 per cent increase from last year's third quarter level. International Paper logged a 120.6 per cent increase. Dow Chemical saw its earnings rise by 127.3 per cent and Anaconda's earnings leaped by 779.5 per cent, largely because of a Chilean property settlement in the firm's favor.

Investors Management Sciences Inc., in a survey for *Business Week* magazine, reported that third quarter, after tax profits for 890 of the nation's largest companies were up 24 percent over the same period a year ago, on an overall sales gain of 29 per cent.

The survey indicated that more than 40 corporations had switched to LIFO accounting systems during 1974, thus making comparisons with last year's earnings figures more difficult.

Generally, though, companies whose earnings were highest were in fields where there was a shortage of capacity, high demand, and rising prices. Sugar is an example of this situation. People wanted it, only a limited amount could be (or was) produced, and consumers were willing to pay increasingly higher prices for it (in some areas up to $3 for five pounds in mid-November).

Sugar's price is still surging, in fact. In late November, Amstar, producer of Domino sugar, announced a 13 per cent price hike, raising the wholesale price to about 75 cents per pound. Most consumers already faced store prices $1.20 or more per pound, but this latest hike seems certain to further boost sugar's market price.

As the increase came, sugar was already selling for about 400 per cent more than it did one year ago.

Costs of cereals, candies, soft drinks and other sugar-dependent products were also expected to rise in price, due to the wholesale increase.

Without doubt, some companies did register losses. Those hardest hit included companies tied closely to autos, housing, and related industries, such as glass, household appliances, building materials, and the like.

Losses, as evidenced by lower profit and earning statements, were encountered by most retail trades, too, bringing the impact home to consumers.

No one needs to explain this to the Chrysler, Ford and General Motors people. They found out first-hand that earnings were down, when they were "furloughed" for December. After all, companies have to trim costs somewhere when they're losing money.

As a group, utilities fared poorly, as fuel costs and costs of expansion skyrocketed.

### Consumer Stumbles

Meanwhile, the beleagured consumer stumbles on. Downturns for such goods as appliances, television sets and other consumer durables and conveniences seemed unavoidable as costs of necessities rose. Buyers are learning to resist higher prices. They have to. They can't afford to pay them. With Maytag, Whirlpool and RCA reporting reduced third quarter profits, as did General Motors, more cuts may be on the way.

One thing is certain. Whatever happens to the big corporations will affect the workers as well. Companies aren't showing signs of reducing their profits, so jobs and prices seem the likeliest sacrificial victims, regardless of whose they are.

All these dire forebodings vividly dramatize the inability of the American consumer to keep abreast of inflation in the marketplace.

While corporate shareholders smiled over increased dividend payments, the American worker—fortunate enough to have a job—shuddered at the latest Labor Department unemployment records. With unemployment levels at six per cent, would his job be next on the chopping block?

While the corporate giants used vast quantities of black ink to record figures on the profit side of their ledgers, 5.5 million jobless Americans wondered where their next meal would come from.

It's impossible for workers to contradict big business's assertions. Maybe their profits aren't real.

But the worker knows about his own finances, and he is rapidly losing ground. His salary buys less and less, yet prices keep going up. Massive corporations keep reporting financial gains, too. Rents rise, car prices escalate, credit tightens.

Most workers can't diagnose the cause of the pressure on the economy, or how to get rid of it. They just know it exists.

So does the government. Yet no one—economists, politicians, or businessmen—seems to have the answers. Some must be found.

The Congress and the President have both submitted economic policy programs to be acted on by the legislature. The time has certainly come for all concerned to settle down and find some answers.

The formulas of the past won't help. The rate of inflation now is twice what it was when the last round of wage-price controls was instituted. They didn't help the situation in our country then. It's doubtful that alone they can help us now.

Business is going to have to share the burden of bringing the wayward winds of inflation, recession, increasing prices, and mounting unemployment into a manageable pattern. The time to do it is now.

## Unemployment

*(Continued from page 5)*

*U.S. News & World Report:* "About half of the 5.5 million people reported as out of work are jobless for less than five weeks. And all but seven per cent of them find new jobs within 26 weeks." Well, that's great. But when you're sitting on the outside, 26 weeks (or even five) can be a long time, especially if no money's coming in.

The Labor Department maintains that people jobless for more than 26 weeks, the hard-core unemployed, constitute only about seven per cent of total unemployment—around 380,000 people. Here, you're talking about people who *cannot* find jobs, and that's a lot of people.

A major part of the problem is that layoff lists swell daily. We don't always hear about the latest cutbacks. But the workers involved know all about them, and their effects.

These people might have trouble justifying the government's assertion that the rate of unemployed doesn't really matter—that it's only a relative measure.

But what the November 1 Labor Department figures meant was that two out of every three persons entering the labor market in the past year didn't get a job. Some workers might reasonably begin questioning, "Why bother trying?"

Hardest hit by the deepening economic doldrums were blue collar workers, especially those working in durable-goods industries. The rate for factory workers, at 6.2 per cent unemployed in October, had risen greatly from last year's three-and-a-half year low figure of 3.9 per cent.

The unemployment rate for adult men rose from 3.9 to 4.3 per cent. The jobless rate for adult women rose to 5.6 per cent, while teenagers faced a 16.9 per cent unemployment rate.

### 10% in Some Areas

Black workers also were hard hit. Their jobless rate rose from 9.8 to 10.9 per cent in October.

Worse still, while these were national averages, based on a monthly Census Bureau current population survey, regional figures often reflected more dire trends. In highly industrialized districts of such areas as Michigan, Ohio and California, joblessness actually hit 10 per cent, as opposed to the nationwide six per cent average.

So, many workers were being more severely affected than the public knew about.

Organized labor views the outlook for improvement in the employment picture as grim.

One reason for the discouraging viewpoint was figures released at the end of October, which showed that American industry operated at 81 per cent of capacity in September, the latest month for which statistics were available. A year ago, in September, 1973, the statistics showed that industry operated at 86 per cent of capacity.

The September figure was about even with August's, but economists were predicting a tapering-off in industrial activity in coming months.

Specifically, durable goods held steady from August to September at 79 per cent, but were down from September, 1973 by seven points. Nondurables held even at 84.5 per cent, but slipped five points from a year ago.

The mining industry rose 7.5 points to 86 per cent of capacity from August to September, but was up slightly from August, 1973. This, of course, will change drastically in coming months, due to effects of the current strike in that area.

The utilities industry operated at 72 per cent of capacity during September, the same as August. It operated at 87 per cent of capacity a year earlier.

These productivity reports on American industry did not hold out hope that expanded capacity would absorb unemployed workers. Capacity is not expanding greatly. Asking higher prices for fewer produced goods doesn't brighten the job outlook for workers, either.

It used to be that unemployment dropped when inflation rose. Now, that and all other predictable trends have been discarded. Today, both unemployment and prices are rising at rapid levels.

President Ford's economic experts admit that they aren't sure what to do anymore. There might not even be viable answers.

The newly-elected Congress has made some suggestions on remedies to the situation. Among their suggestions was the proposal (again) for wage-price controls. Their recently-submitted seven-point economic agenda included consideration of wage-price controls, but only as a last resort. Senate Majority Leader Mike Mansfield, aware of labor's feelings, hurriedly added, that "the key word is 'consider.' "

The Congress can consider anything it likes. But as this International Union has maintained in the past, until equality of treatment is afforded business and labor alike, wage controls should not be employed.

Certainly, third-quarter profit reports don't justify such a step. It seems that there are other quarters which might stand restraining first.

Unemployment is expected to continue rising. According to Administration economic advisers, the level might hit seven per cent during 1975.

Prospects for any substantial relief to the nation's vast army of unemployed seem dim. President Ford has proposed legislation which would extend unemployment benefits and provide additional public service jobs when the national unemployment rate exceeds six per cent for three consecutive months. The Congress has reciprocated with a program of its own.

Perhaps the time has come for someone to consider the people, the workers involved, instead of the statistics People hunger and have needs; statistics don't.

## New Public Enemy

**Douglas Greenwald, chief economist for McGraw-Hill publications predicts that by next year, "Inflation will become Public Enemy No. 2, and unemployment will become Public Enemy No. 1."**

**The economists predicted that unemployment rate will rise to more than 7 per cent in 1975.**

## Let Them Eat Cake

"Many years ago, Marie Antoinette was advised that the people of Paris were starving because they had no bread to eat, her reply was, 'Let them eat cake.' One doesn't have to be a student of history to recall that she finally lost her head on the guillotine.

"Our illustrious economists now advise us to eat beans instead of steak. It is not likely that they will lose their heads, but it certainly appears they have already lost their senses."

—from a letter to the *International Teamster* from Edward Zebrowski, member of Local 404, Springfield, Mass.

## ● Freight Win

Drivers and mechanics employed by Locust Industries, Inc., of Baltimore, Md., voted overwhelmingly for representation by Teamster Local 557 in a recent National Labor Relations Board election.

Joseph Zappacosta, Local 557 organizer, said 24 employees were eligible to vote. The tally was 13 to 7 for the union.

### The Truth Comes Out

# Harvard Newspaper Article Explodes Chavez Claim of Farm Worker Support

IS HARVARD UNIVERSITY that bastion of United Farm Workers Union support, beginning to see through Cesar Chavez and his supporters? It appears so.

The apparent change came when an article appeared in *The Harvard Crimson,* publication of Harvard University, recently. The article presented, at last, the other side of the Farm Workers controversy.

For several years, University faculty and students alike have been embroiled in supporting the unionizing efforts of Chavez and his supporters. Nowhere in this diatribe of misinformation, however, has the truth been exposed before.

Finally, on October 21, the *Crimson* ran the opposing side of the issue. Entitled "Has Chavez Fooled Harvard?" the article by Peter J. Ferrara exploded some of the more common misconceptions circulating on campus. It also did an explicit job of showing why Chavez can't command true workers' support.

The article was prompted by a boycott of the Harvard Provision Co., a liquor supplier which provides most of the liquor for University House masters and Yard proctors. The store had committed the crime of offering Gallo wine to its customers, despite the boycott being staged by Chavez's United Farm Workers.

Harvard (and apparently most of the Boston community) has continually supported UFW-called boycotts for several years. This latest boycott decision by the four House masters involved followed two weeks of picketing and petition drives aimed at removing the wine from the store's shelves. It is just the latest successful example of the support Harvard has steadfastly given Chavez.

But was the support misplaced? Have the Harvard students and faculty examined the issue from both sides? Or have they blindly accepted the UFW policy lines, without substantiating the allegations made? Ferrara analyzes some of these statements for *Crimson* readers (perhaps in the hopes of giving them means to make an informed decision).

**". . . the truth is that Chavez has won most of this support by mere factual misrepresentation. He and his organizers have misrepresented to the public the working and living conditions of the farmworkers, their wages, the role of the growers and the degree of Chavez support among farmworkers. These misrepresentations have been more successful the farther Chavez's boycott organizers got from the fields."**

With this statement, Ferrara begins an in-depth review of the actual workers' experiences with Cesar Chavez and the United Farm Workers. His article attempts to refute statements made by the UFW on four major issues.

One area he strongly hit was the contention that all farm workers are migrants. On the contrary, Ferrara points out, most farm workers appear to be settled, stable, family members, who live regularly at the same residence, and own or rent their own homes.

Most migrants actually are single males, who are able to earn much more by their mobility, and have no families to encumber their movement.

This has been one of Chavez's strongest premises—that the farm worker is a migrant, forced to move from place to place to find work. The author presents convincing evidence that this is, in fact, untrue.

Another hyperbolized myth Ferrara cited was the substandard wages workers in the fields supposedly receive. This alleged fact crumbles when he cites statistics proving the Chavez charge false.

Among the items he included was a study made in 1972 by the Arizona Ecumenical Council. That survey found wages for grape pickers in California and Arizona to average $8,000 annually, with some workers making as much as $15,000 a year.

Ferrara also mentioned that under Teamster contracts today, most grape pickers earn at least $2.52 an hour, plus piece rates, guaranteeing most workers relatively high wages.

Payroll records filed with the Internal Revenue Service and Federal Wage and Hour Commission in 1972 further showed that lettuce pickers average $6.44 an hour, Ferrara told readers.

The *Washington Post* reported in August 1972 that lettuce workers earned as much as $12,000 a year. The article is replete with such information as this which truly reflects farm workers' real salary levels.

The author's research showed that most farm workers are not the underpaid, exploited workers they have been pictured as.

### Distortion

Ferrara did give readers an interesting insight into how Chavez was able to portray workers as indigents, though. The Farm Workers used an average of all wages to arrive at one average wage, Ferrara told *Crimson* readers. Seasonal, part-time, and temporary workers, as well as the full-time workers usually counted, were included when figures for annual wage levels were computed.

By grouping all workers together, you get a "distorted, meaningless figure for annual incomes. . . . But this is precisely how Delores Huerta and Chavez's supporters get their figures for annual farm incomes," Ferrara asserted.

Ferrara didn't paint an entirely rosy picture. He stated the case as it is. "This is not to deny that there is some poverty among farmworkers," he wrote, "but the poor workers are a small minority, not the starving masses Chavez has depicted."

The one issue Ferrara took greatest exception to was Chavez's claims of worker support. "Chavez's most vicious misrepresentation, however, has been his claim of worker support," Ferrara emphasized.

He used the 1965 strike staged by Chavez in Delano, California, to prove his point. In trying to maintain semblance of a strike in Delano, Chavez gathered outside volunteers to man the picket lines, the author declared. As Albert Tieburg, of the Calif. Dept. of Employment, said after the strike, only 55 workers were actually on strike. The rest of the farm workers continued working in the fields, despite the picket lines.

Another grape picker at the field, Shirley Fetalvero, told a California Senate fact-finding committee, "The union's massive propaganda machine has led the public to believe that there are thousands of desperate, ragged starving farmworkers on strike here. . . . We resent the invention of an ignorant, downtrodden class of farmworkers where none exists."

The truth is that Chavez's strike was a complete hoax. There was no strike and no more than a handful of workers in his United Farm Workers Union at the time, Ferrara wrote.

Abundant evidence exists that Chavez doesn't have the support of the workers he seeks to represent, as Ferrara enumerated in case by case instances for his readers' benefit.

Why don't the workers support Chavez? The author provides several answers. "For one, he was not a farmworker himself. Also he did not offer a substantial increase in wages." Perhaps the most valid answer is that workers didn't want anyone to have absolute control over their jobs, as Chavez intended, Ferrara suggests.

### When Strikes Fail

Ferrara notes that only when strikes failed did Chavez resort to boycotts as a tool to make the workers support him.

"The *reason* for the boycott, therefore, was that Chavez did not have the support of the farmworkers. The *purpose,* however, was to force workers into a union they didn't want to join. The *strategy* was to fool consumers into boycotting grapes and lettuce by misrepresenting the conditions of the farmworkers," Ferrara wrote.

He acknowledged that the ploy worked, but also pointed out that the strategy was a "major violation" of the rights of thousands of workers. After Chavez got them into the UFW, he continued to hurt workers both personally and financially, and in many instances, actually caused their living standards to decline, Ferrara added.

"So it seems," he concluded, "that those who have supported the boycott and are supporting the drive against Harvard Pro are being used to hurt the very people they are trying to help."

With this article, the *Harvard Crimson* has finally reached the point of unbiased, objective journalism. Whether the audience remains unconvinced or not, at least they were presented with some of the facts on which to base a decision. Hopefully, though, the campus population read the article and gave credence to what it said. The well-being of many farmworkers may depend on that.

## Consumers Say 'No' To Chavez

Another example of the distortion and deceit that Cesar Chavez and his UFWA associates have used to brainwash the American public in respect to effectiveness of their boycott of grapes has been revealed.

Bob Beery of the Fresno office of the Federal Market News Service and grape grower Martin Zaninovich offer authentic figures to deny success of the boycott. Beery disclosed that growers this year realized a bumper crop of grapes and were nearly two weeks ahead of schedule in harvesting it. As a result, more than 4.1 million boxes of grapes presently are in cold storage. At a comparable time in 1969, Beery says more than 8.6 million boxes were in cold storage.

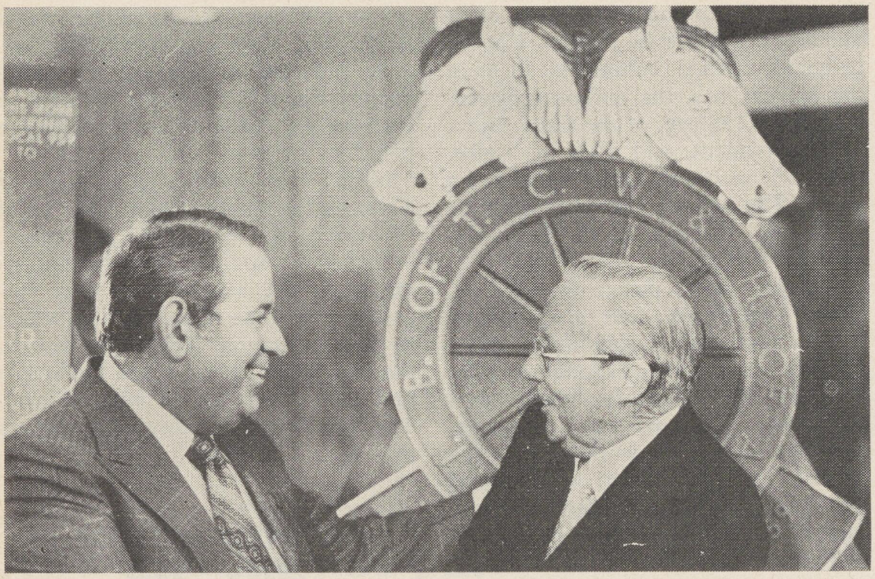
And it so happens that Chavez was experiencing his greatest degree of success with the boycott in the early fall of 1969. So Chavez's claim of greater success with the boycott this year falls by the wayside.

## • Plastic Pipe

By a better than 2-to-1 margin, production workers employed by Carlon, a plastic pipe manufacturer in Compton, Calif., voted for representation by Teamster Local 986 of Los Angeles, Calif., recently.

Michael J. Riley, secretary-treasurer of Local 986, said 80 employees were eligible to vote in the election conducted by the National Labor Relations Board. The ballot count was 48 for the union and 23 against.

## Local 959 Dedicates Mall



Teamster Local 959, in Anchorage, Alaska, has dedicated an office complex called the Teamster Mall, which will house union headquarters and office space to various businesses on a lease basis. On hand to help dedicate the complex was Teamster General Secretary Treasurer Murray W. Miller. He is shown above (right) with Local 959 Secretary-Treasurer Jesse Carr at dedication ceremonies.

### At Stokely Van Camp

## Five Receive $45,000 Backpay To Punish Company Arrogance

FIVE members of Teamster Local 135 in Indianapolis, Ind., fired in a classic example of corporate arrogance, received a total of $45,000 in backpay recently following settlement of unfair labor practice charges.

Loran W. Robbins, president of Local 135, said the money went to Clarence Bartz, Jack Cogswell, Lawrence Eubank, Glenn Patton and Carl Thompson.

The five members were terminated by Stokely Van Camp last winter and forced to retire by the food processing corporation after the union had negotiated a reduction in the age requirement of the pension plan. The discharges were unilateral and in violation of the members' rights.

Local 135 fought the company's unfair action at the same time the over-the-road drivers agreement with Stokely Van Camp was reopened for adjustment of mileage rates.

The company's refusal to negotiate, along with other acts, was brought to the attention of the Teamster Stokely Council headed by James Nolan, secretary-treasurer of Local 135.

With the cooperation of the local unions holding contracts with Stokely Van Camp—and the aid also of the International Union, the Central Conference of Teamsters, and the IBT Cannery Division—Local 135 sought and received strike sanction covering more than 1,500 members employed by the company in Minnesota, Wisconsin, Kansas, Illinois, Indiana, Ohio and Michigan.

Faced with a massive shutdown, the company finally agreed to negotiate yet attempted to force a settlement ignoring the five terminated drivers. In a fine display of solidarity, the drivers rejected the settlement to protect the discharged men.

Threat of immediate strike action forced the company to capitulate. The five drivers were reinstated with full backpay and benefits totaling $45,000.

In addition, wage and mileage gains negotiated in the agreement brought a total of $15,000 in backpay for the other drivers.

## Carolina Local Has Seminar For Stewards

Teamster Local 391 of Greensboro, N.C., recently held its second annual steward training seminar with the 2-day session chaired by R. V. Durham, president of the local union.

Among the speakers heard by the stewards were:

—W. C. Barbee, president of Teamster Joint Council 9.

—W. C. Creel, North Carolina commissioner of labor.

—Albert Dietrich, IBT general organizer.

—Bartley O'Hara, IBT legislative department representative.

—George Mernick, staffer from the IBT safety and health department.

—Roger Leslie, Federal Mediation and Conciliation Service.

—W. Fleming Campbell, administrative assistant to the director of the Eastern Conference of Teamsters.

—Jerry Schultheis, ECT research director.

—Dave Sweeney, IBT legislative director.

—Hugh Beins, ECT general counsel.

### ● Service Jobs

Two of every three workers are now in jobs that provide people with services, such as those in education, health care, transportation and government, according to the Department of Labor.

## Iowa Retiree Writes Note To Fitzsimmons

**Dear Bro. Fitzsimmons:**

**I recently retired after 22 years' membership in Teamster Local 554 of Omaha, Neb., and wish to thank all the officers and fellow members of Local 554, my employer and fellow employees of Pacific Intermountain Express—and many, many thanks to the International Brotherhood of Teamsters . . . for the pension and benefits negotiated in my behalf.**

**Fraternally,**
**Margaret L. Bishop**
**Council Bluffs, Iowa**

## Ballew To Assist Miller

Joseph W. Ballew, an official of the Western Conference of Teamsters for the past dozen years and a Teamster for over 25 years, has been appointed Administrative Assistant to Murray W. Miller, General Secretary-Treasurer of the International Union. He will transfer to Washington, D.C., on January 1, 1975.

Joseph Ballew

In announcing his selection of Ballew, Miller cited the manner in which the administrative functions and responsibilities of the General Secretary-Treasurer's office have expanded in recent years. He explained:

"The recently enacted pension law is only one example of the several new responsibilities entailed in seeing that we, along with the elected officers of our more than 800 Local Unions, conduct affairs in a manner that safeguards all rights of our more than two million members. Our fiduciary obligations are tremendous. On the basis of Joe Ballew's wide experience in the administration of our health and welfare and pension programs in the West, I feel he is ideally suited and qualified to take on this important assignment."

### Teamsters Included

## Joint Productivity Program Set with New York City Unions

FOUR unions, including two Teamsters locals, agreed recently to set up a joint productivity program with the New York City mayor's office.

The goal of the program will be to get better service without spending more of New York City's money.

The heart of the plan will be a productivity council made up of an equal number of city and union representatives. The deputy mayor will head the council.

Productivity has been a key issue in recent municipal contracts and the council is an effort to make its attainment a continuing effort.

Joining in the agreement were Teamster Local 237 (city employees) and Teamster Local 831 (sanitationmen), along with District Council 37 of the AFL-CIO and the Correction Officers Benevolent Association.

John DeLury, president of Local 831, commented that the productivity council approach "fully recognizes the need for labor input and provides it."

He added: "Past programs were based on the negative incentives of penalties and fear, and directed by management only."

DeLury said he hoped the new cooperative venture would ease some current irritants to productivity among city workers, such as the so-called "rat patrols" which check to see whether employees are actually working.

The union leaders all expressed a liking for the agreement also because not only the actions of union members would be scrutinized to achieve productivity but management skills, too, will come under scrutiny.

Although the new productivity council only included four member unions in the beginning, it is expected to be expanded as agreements are reached with other unions.

## Life Saver

**Dave Huffman, a member of Teamster Local 148 in Wenatchee, Wash., is shown with the Red Cross citation and certificate of merit for his action in saving the life of an accident victim this year. Huffman, trained in first aid, applied a tourniquet to the severely injured leg of the man. Huffman, a driver for Associated Grocers, was honored with a banquet by the Wenatchee Red Cross chapter.**

## 1st Half '74

# White Collar Organizing Led by Teamster Unions

TEAMSTER affiliates led the way in white collar organizing during the first six months of 1974, according to The Bureau of National Affairs, Inc., a private reporting service.

A compilation of National Labor Relations Board representation election results by BNA revealed also that, on the basis of first-half statistics, 1974 may become a record year for total elections held, total union victories, and the total of newly-represented white collar workers.

In addition, all unions combined fared somewhat better in white collar organizing than among all occupations in the first six months of 1974, according to the Board's summary of all union elections.

### Maintain Record

BNA said the Teamsters continued as in the past to rank first in number of white collar elections, participating in more than three times as many as any other union.

The Teamsters won 83 of their total 154 such ballots to represent 1,674 white collar employees. The next most active union took part in only 49 elections.

In the January-through-June period, the Board conducted 593 elections in which 24,415 white collar workers were eligible to vote. The unions won 334 elections.

In other words, Teamster affiliates took part in nearly 26 per cent of all the white collar ballots engaged in by all unions and accounted for nearly 25 per cent of the total number of election victories.

## Agreement Reached At Western

Members of Teamster Local 2707 recently ratified a new agreement negotiated for mechanics employed by Western Airlines.

Also covered by the contract are fleet service utility and stock clerks. Settlement came after nearly a year's worth of negotiations, the latter stages under the eye of a mediator.

Marvin Griswold and John Stanchfield, secretary-treasurer and president respectively of Local 2707, headed the union negotiating team.

## Joyce Gets Award

**William D. Joyce (second from right), secretary-treasurer of Teamster Local 710 in Chicago, Ill., recently was presented the man-of-the-year award given by UNICO, a service organization whose members are men of Italian ancestry or who are married to Italian women. Shown at the ceremony are (left to right): Mrs. Joyce; Anthony Apa, president of UNICO; Joyce, and Mrs. Apa.**

## Organizing Pace Set By Teamsters

**Teamsters Unions led the whole of organized labor in representation election activity and success during last July.**

**The National Labor Relations Board said Teamster units participated in 245 single-union elections, or better than 32 per cent of the total of 753 single-union ballots.**

**Teamsters won 112 of the total of 352 single-union ballot victories for a mark of nearly 32 per cent.**

**There were 15,419 employees eligible to vote in the new bargaining units won in all the single-union elections and the Teamsters accounted for 2,392 —or more than 15 per cent.**

## Chicago Local Gains 600 In 7 New Units

Teamster Local 743 of Chicago, Ill., has gained 600 new members in recent weeks through six election victories and one card check.

Donald Peters, president of Local 743, said the largest win was at the Grant Memorial Hospital where a majority of 375 workers voted for the union.

Other wins were scored at: Kinkead Industries, a tool manufacturer, where 61 production and maintenance workers are employed; Reliable Engineering where 40 workers manufacture cabinets; Minerallac Electric where 25 production and shipping workers are employed;

Lustro Plastic Co., where a heavy majority of 15 workers signed cards for recognition; Nelson Stud Welding where a strong majority of 15 workers voted Teamster, and McAllister Equipment Co., where shipping and receiving workers voted in favor of the union.

## ● Labor Force

Nearly half the 2.4 million increase in the labor force between March, 1973, and March, 1974, consisted of single workers, according to the Bureau of Labor Statistics.

## Seven Ballots Won by Local In California

Teamster Local 287 of San Jose, Calif., has won seven representation elections conducted by the National Labor Relations Board in recent months, with many of the ballots unanimous or nearly so.

Frank Felice, Local 287 organizer, said the largest win was at 20th Century Coil Spring, a production plant in Santa Clara, Calif., where a majority of 21 employees voted for the union. The unit includes both production and warehousemen.

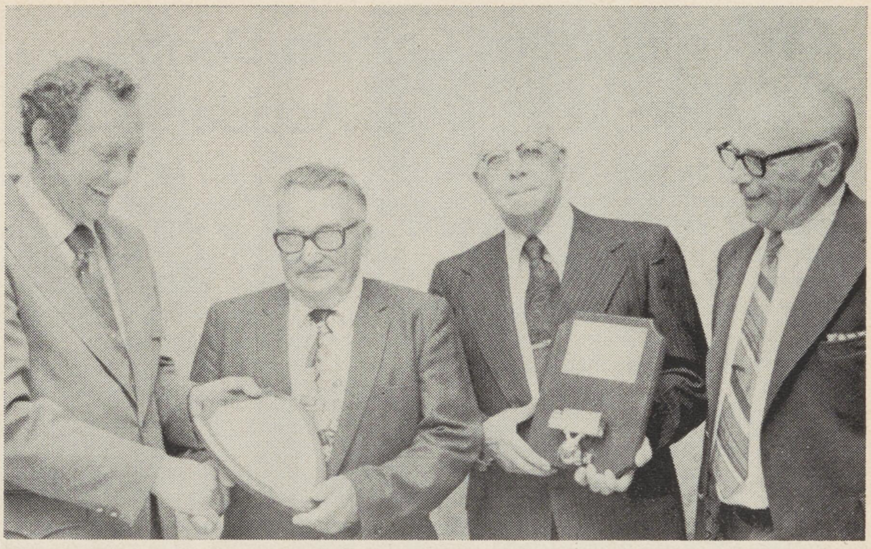
Unanimous victories were scored at Chemline Industries and J&B Enterprises in Santa Clara, Fisher Scientific Co., in Santa Clara, and Judge Industries in San Jose. The units include drivers, warehousemen and, in the latter ballot, machine operators.

Ballots in which there was one dissenting vote were won at Pierce & Stevens Co., in Milditas, Calif., a laquer and paint plant, Pameco Aire Co., in San Jose, and H&H Supply, also in San Jose. The units include drivers and warehousemen.

## Pens Note

**Harlan D. Kinley, a retired member of Teamster Local 135 of Indianapolis, Ind., now lives in Gasport, Ind., and recently wrote a note to General President Frank E. Fitzsimmons. The note read in part: "Hope the best for you all and that there will be more changes made and benefits better for all. Keep a good thing going."**

## Retirement



**Shown at a retirement dinner held recently for Curtis Knowlton, leaving after 19 years as a driver for Fort Edward Express Co., Inc., are (left to right): Hermann Lydecker, banquet chairman; Knowlton; Frank Hillman, company manager, and Frank Conrad, president of Teamster Local 232 in Fort Edward, N.Y.**

## In Massachusetts

# Employer Not Sly Enough As Teamsters Win Ruling

AN employer who possibly thought he was slyly avoiding unfair labor practice charges by "creating the impression" he wanted to prevail against Teamster Local 42 of Lynn, Mass., got his comeuppance.

The National Labor Relations Board agreed with the administrative law judge recently that U.S. Plastics Corp., of Lynn committed "a number of unfair labor practices which involved creating the impression" of:

—Surveillance of employees' activities on behalf of Teamster Local 42.

—Interrogation and harassment of employees.

—Threats of reprisal.

—Denial of overtime.

—Warnings of disciplinary measures against employees because of their union activities.

—Threats to move the plant.

—Promises of benefits.

—Initiating and circulating an anti-union petition.

—Threats not to hire employees because of union activities.

—Threats of discharge.

—Discriminatory discharges.

As if the company, perhaps because of bad legal advice, had not more than ran the gamut of things the law says it cannot do, the Board also found—overruling the judge—that the employer unlawfully transferred an employee to a less desirable work shift.

### One Dissent

One of the three members of the Board dissented from the other two members and would have found the company guilty of refusing to bargain.

The upshot was that the Board ordered U.S. Plastics to cease the illegal activity; to offer three dischargees reinstatement and reimbursement for any loss of pay; to make two other workers whole for any earnings lost from denial of overtime; to remove from its files and destroy written warnings to several employees, and to reinstate yet another worker to the desired shift.

## ● Family Heads

There were 6.8 million women who were heads of families in March, 1974, according to the Bureau of Labor Statistics.

## Teamster Hero

# Man Escapes Certain Death In Unusual Dump Accident

A NEW HAMPSHIRE man is alive today because of the persistence, strength and never-say-die attitude of a neighbor who is a member of the Teamsters Union.

Rescued from a gruesome death by strangulation, Walt Woods is still not sure how it all happened except to say, "I was dead once—they brought me back alive."

Woods was building a driveway to his home set back in a wooded area and had been loading sand into a dump truck when somehow he became pinned between the frame of the payloader and the bucket arm.

If the bucket had not come to rest on the back of the dump truck, the bucket arm would have continued its downward motion and lopped off Woods' head. As it was, it did cut off his wind and render him unconscious.

No one yet knows exactly how the mishap occurred or how long Woods was pinned unconscious. Eventually his children discovered him and ran shrieking to the house that "Daddy's dead! Daddy's dead!"

Eileen Woods ran out of the house to find her husband with his head and arms hanging pitifully out of the machine. She reached under his chest and could detect no heartbeat.

Mrs. Woods ran down the road in terror, screaming for help, with four small frightened children stumbling and crying behind her. All believed the father had been killed.

By a stroke of luck, Danny Battistelli, a nearby resident, was home that day. Battistelli, a member of Teamster Local 633 in Manchester, N.H., responded to the cry for help.

The Teamster found he was unable to raise the bucket to free the accident victim because the payloader would not start.

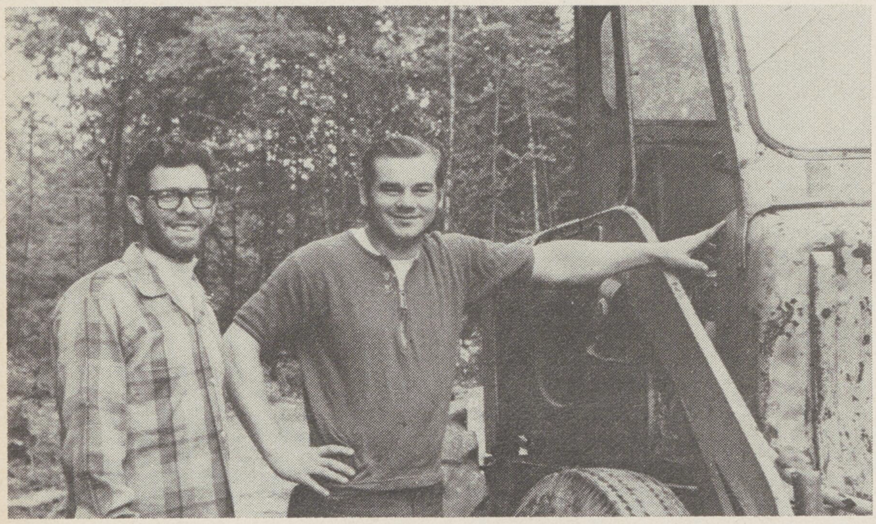
Battistelli then tried to lift the bucket manually but the payloader began to roll backward. The Teamster placed large rocks under the wheels to hold the machine in place.

"By then Woods was changing colors too fast," said Battistelli. "He was almost black. I hit him four times in the chest with my elbow with all my might. I hit him so hard I heard a crack."

Then, in one of those rare situations in which a human being can dredge up supernatural strength in the face of emergency, Battistelli assaulted the 1,000-pound bucket.

"I picked up that bucket like it was a cement block," he said. "I lifted it up by brute strength, and, boy that's heavy. If I had to pick it up now, I couldn't if my life depended upon it."

Battistelli, employed by Associated Grocers, had learned the basics of first aid in the armed service and now began to apply his training to Woods after removing him from the machinery.



**Walt Woods (left) and Teamster Danny Battistelli look over the machine that almost took Woods' life—but for the action of his neighbor.**

The Teamster placed the accident victim upright in the cab and administered mouth-to-mouth resuscitation for 15 minutes, then laid Woods on the ground and gave him artificial respiration for another half-hour—all the time pounding on the unconscious man's chest.

Finally, Woods began showing signs of life and a rescue squad removed him to a hospital for further emergency treatment. A week later he finally regained consciousness with no recollection of the accident or how it happened.

Battistelli, the hero in the story, was treated for exhaustion and strained back muscles when the ordeal was finished.

Woods, a mechanic very familiar with the equipment he was using, could have pulled the wrong lever that resulted in his pinning. But no one will ever really know.

As for Battistelli, his comment was: "It's a mystery. We can't figure out what really happened. It's just one of those freak things."

## Officer Dies

**Charles E. Stutzman, secretary-treasurer of Teamster Local 453 in Cumberland, Md., died recently several weeks after undergoing surgery. A leader in Maryland Teamster affairs, Stutzman became an organizer and business agent for Local 453 in 1939. Through the years he also served on various Teamster councils and committees in Maryland and the Eastern Conference.**

## Boss Gets Comeuppance In Decision

AN employer who changed certain employment practices to punish clerical workers interested in a Teamster local union received his comeuppance recently in a National Labor Relations Board decision.

Bralco Metals, Inc., of Pico Rivera, Calif., lost the ruling in the case involving Teamster Local 357 of Los Angeles, Calif.

Affirming the findings of the administrative law judge, the Board ruled that Bralco unlawfully changed the setup to punish the officer workers for having designated Local 357 as their bargaining representative. In addition, the firm did not afford the union an opportunity to bargain over the matters.

It was determined that the employer offered no justification for its post-election prohibition of personal conversation among office employees during working hours.

Furthermore, it was ruled that the company's stated justification for eliminating a catering truck, changing the starting time for breaks, and requiring the employees to punch time-clocks were all pretextual.

The circumstances, when viewed as a whole, showed that the unilateral changes were motivated—said the judge—"by an employer desire to punish the employees for having voted in favor of the union."

It was further determined that the company failed to fulfill its bargaining obligation under the law and committed other unfair labor practices, including illegally suspending one employee for a day.

Bralco Metals was ordered by the Board to cease the unfair labor practices, restore the previous practices, rescind a written warning and disciplinary system unlawfully instituted, reimburse the suspended worker for her losses, and finally, bargain with the union upon request.

## ● Computerism

Labor Department experts foresee no immediate end in the rising demand for programmers, engineers, systems analysis, and other professionals who develop and use computer resources.

## New Contract

Tom Moran, president of Teamster Local 771 in Lancaster, Pa., discusses a new contract with Hubler Rental employees after winning an NLRB election at the company to defeat another union. The contract provided substantial wage increases and improved fringe benefits plus retroactive pay.

## Public Pressure

# Exxon Bends to Demand Of Teamster Local 877

PUBLIC pressure fermented by Teamster Local 877 of Linden, N. J., recently forced Exxon Corp., to grant an across-the-board 6 per cent wage increase for 900 employees working at the giant oil firm's Bayway Refinery in Linden.

The increase was in addition to benefits attained in the contract negotiated by Local 877, said Bill Ruane, recording secretary. The current agreement expires next February.

Exxon's 6 per cent increase was the direct result of the local union's year-long campaign to obtain a reopening of the agreement.

In early 1973, when Exxon and Local 877 began negotiations, a collective bargaining pattern for the oil industry already had been established in negotiations between other international unions and several other major oil companies.

The Exxon Teamsters reluctantly accepted the industry pattern.

By late summer, with the sudden increase in inflation, it became apparent that the settlement was inadequate. The Teamster local union prevailed upon Exxon officials to reopen the contract but the company declined.

After several inconclusive meetings, the local union decided to appeal to the general public for support.

Local 877 distributed leaflets and newsletters and conducted peaceful demonstrations—climaxed by a demonstration in front of Exxon's headquarters in New York City.

While the company never did agree to a reopening of the contract, nevertheless it did bend enough to make the 6 per cent wage grant in direct response to the Teamster local union's appeal to the public.

## Scholarship Goes to Boy In California

The Western Warehouse and Produce Council Scholarship valued at $1,000 was presented this year to Robert Kyle Morton, son of Kyle Morton, a member of Teamster Local 315 in Martinez, Calif.

The father has worked as a driver for the Safeway Stores distribution center in Richmond, Calif., for the past 16 years.

The Teamster son, who also received several other college scholarship awards, is enrolled at the University of California in Berkeley.

# STATE OF THE UNION

## Retiree Gift

George Beckwith, a member of Teamster Local 667 in Memphis, Tenn., retired recently after 34 years on the job for ET&WNC Transportation Co. Fellow employees gave Beckwith a wristwatch. Shown on the occasion are (left to right): M. C. Dortch, Beckwith, Mrs. Leora Broadway, Edward Deans, and Willie Hughes, steward.

### Organizing

## Public Employee Wins In Southern California

TEAMSTER Local 986 of Los Angeles, Calif., has continued its steady campaign of public employee organizing with outstanding wins in recent weeks.

The Local's Public Employees Division scored a major win at Occidental College where 93 employees of the school's physical plant department voted for the union. It was the first private university or college in California where a unit opted to join the Teamsters.

By a margin of nearly 2-to-1, some 120 correctional facility personnel employed in San Diego County voted for the union. Three state conciliators traveled some 850 miles over a 2-day period to supervise the balloting taking place mostly at remote county correction facilities.

Finally, the Police Association of UCLA, an independent group representing 28 of the campus police officers, voted in favor of affiliation with Local 986. The UCLA officers voted to "retain" the Teamster services because university rules prohibit them from joining a union.

## Iowa Retiree Writes Note To Fitzsimmons

**Dear Bro. Fitzsimmons:**

**Just a little note of appreciation for the benefits of our retirement program. After 33 years in the industry, the last 23 as an over-the-road man for Ringsby and member of Teamster Local 147, and comparing our benefits with other unions, about all I can say is—how sweet it is!**

**Fraternally,**
**John Rizer,**
**Des Moines, Iowa**

## Seven Wins Gained In Kentucky

Teamster Local 651 of Lexington, Ky., has scored seven straight victories in elections conducted by the National Labor Relations Board.

Ken Silvers said the wins were scored at: Ryder Truck Rental, Hertz Truck Rental, L. C. Cassity Co., and Swift Co., all in Lexington, at Private Carriers in Versailles, Ky., at Philips Industries in Nicholasville, Ky., and at Pepsi-Cola Co., in Winchester, Ky.

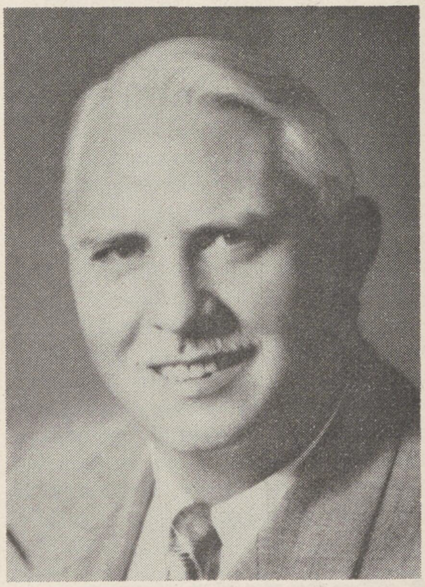
### ● Automotive

A strong majority of workers employed by Parts Jobbers Warehouse, Inc., a wholesaler of automotive parts in San Bernardino, Calif, voted for representation by Teamster Local 166 recently.

George Hall, Local 166 secertary-treasurer, said 20 workers were eligible to vote in the ballot conducted by the National Labor Relations Board. The tally was 11 to 6 in favor of the union.

The bargaining unit includes clerical workers, shipping and receiving clerks, drivers and warehousemen.

## Retires



E. W. Butler retired recently as secretary-treasurer of Teamster Local 992 in Hagerstown, Md. Butler was one of the original organizers of the local union in 1939. He served as its chief executive officer for 35 years, being reelected time after time without opposition.

## Public Primed With Phony Wage Blame

SPOKESMEN for industry are wasting no time in asserting that organized labor's desire to catch up on wages will be the cause of higher prices and more inflation.

Overlooking the fact that organized labor voluntarily tried to do its bit in the inflation fight by living with a 5.5 per cent wage lid for three years, industry is peddling a new story of fright to cover its bad track record during those same three years.

*Business Week* magazine, a weekly publication catering information with a management bias to businessmen, opened its story in an early November issue with the comment: "The price tag on labor settlements is rising dramatically."

The article went on to discuss the details of increases during recent months and added, "The end is not yet in sight."

Relating the bargaining developments in aerospace, textiles, railroads and the oil industry, *Business Week* continued:

"Such union demands are only part of a disturbing outlook for the Ford Administration's inflation fighters . . . wage and other pressures underscore the difficulties ahead for government efforts to slow inflation."

Noting that "unions are in no mood to give ground," the business publication cited the union claim that real earnings of workers have been eroded by 5.2 per cent in the past year.

"Employers generally appear resigned to stiff wage increases," said *Business Week,* "but they insist that increased labor costs will have to be offset at least in part through higher prices or rates."

The publication went out of its way to attack so-called cost-of-living adjustments in collective bargaining agreements, claiming that labor cost pressures will force higher prices automatically.

"So-called 'escalator' clauses," said *Business Week,* "are adding very substantially to employers' wage costs as prices soar."

There was no hint that businessmen might have to slice profits, as part of their sacrifice, to prevent zooming prices in the marketplace.

### Brother Victims

## Back-Breaking Straw Case Won by Teamster Local

WHEN two brothers employed by a company commenced activity on behalf of a Teamster local union, their conduct was considered by management to be "the straw that broke the camel's back."

Dellis and Dennis Reich were then discharged by the Kelly Transfer, Inc., of Minneapolis, Minn., and Teamster Local 544 eventually won the decision after filing unfair labor practice charges.

Upholding the findings of the administrative law judge, the National Labor Relations Board determined that Kelly Transfer's owner was fully aware of the Reich brothers' activity when he decided to fire them.

Since the brothers were actively engaged on behalf of Local 544, the company conduct was deemed unfair and the discharges were unlawful.

Kelly Transfer was ordered by the Board to cease the unlawful conduct, including coercively interrogating and threatening employees, and to offer the Reich brothers reinstatement and backpay for losses suffered.

Because of the company's unlawful conduct—including the discriminatory discharges which compromised the majority status of the union, the Board also issued an order requiring the firm to bargain with the union.

## Construction Groups Unite Against Unions

Two construction company associations have united to "resolve" their "problems" with trade unions in the United States.

The Contractors Mutual Association (CMA) and the National Constructors Association (NCA) recently signed a cooperation agreement "to resolve national and local labor bargaining problems by unifying at the national level employer labor relations policy."

Spokesmen for the two groups said a key goal of the agreement is to foster more "wide-area" construction contracts—those including most crafts in a large geographic area.

Efforts continue, meanwhile, to get the giant Associated General Contractors (AGC) to sign the pact also.

Part of the program agreed to by the CMA and the NCA is a pledge to advance legislative proposals affecting construction labor.

## ● Job Openings

The Bureau of Labor Statistics predicts there will be 60 million jobs opening up between 1972 and 1985.

## Woman Retires

**Arthur Duckenfield (left), president of Teamster Local 161 in Philadelphia, Pa., presents an honorary retirement card to Mary L. Mall, who retired recently after 37 years with Associated Transport. The retiree received a gift from Ray Procito (second from right), shop steward, and William End, office manager.**

# SAFETY & HEALTH

### Besides Being Tragic—

## Job Accidents Inflationary Says Nat'l Safety Council

WHILE fatalities and disabling injuries are personal tragedies for workers and their families, they also contribute to inflation by cutting down the nation's productivity.

That's the finding of the National Safety Council.

Approximately 1,000,000 productive man-years were lost in 1973 due to work accidents—man-years that could have been used to produce more goods and services, the council estimates.

#### Accident Loss

Furthermore, since a worker's contribution to the United States economy can be measured in terms of wages, the total of wages lost due to accidents is another indication of lost productivity.

On this basis, the cost of work accidents in 1973 amounted to $14 billion in direct injury cost, lost wages, administrative costs and property losses caused by hazards such as fire and other related tie-ups.

Add to this just the $10.4 billion cost of wages that were lost due to home, public and motor vehicle accidents and the figure increases to a $24.4 billion productivity loss.

#### Production Loss

"When you compare $24.4 billion against our over $1 trillion Gross National Product," said Vincent Tofany, president of the council, "it represents about two per cent of our nation's total measure of productivity. Since the most recent annual inflation rate is 12 per cent, elimination of this two per figure would cut our overall inflation rate by about one-sixth."

In recent nationwide television appearances, President Ford has exhorted the country to beat inflation by growing more, producing more, and wasting less; disabling injuries are a special type of waste which increases growth and production costs as it reduces productivity.

The total cost of the nation's accidents, including those not directly related to work or productivity, has been estimated by the National Safety Council at $41.5 billion for 1973.

## OSHA Gives Warning On 'Inspectors'

**Employers have been warned by the Occupational Safety and Health Administration about the sudden appearance in recent weeks of phony safety inspectors.**

**Employers also were warned about misleading advertisements on so-called safety equipment.**

**OSHA officials said the department's inspectors carry special Labor Department credentials. Employers were urged to contact the nearest Labor Department office if they doubted the authenticity of the inspector.**

**The bogus inspectors are using a variety of "con" games. Some demand on-the-spot payment of penalties for conditions they assert violate safety regulations. Others point to asserted violations and suggest that they can be corrected by purchase of a certain tool or piece of equipment; a day or so later, an accomplice appears to sell the recommended items to the employer.**

**Both procedures violate federal law.**

## Safety Seminar Scheduled In Hawaii

Teamster Local 996 of Honolulu, Hawaii, scheduled a 3-day seminar on motor vehicle regulations early in December.

Co-sponsoring the event is the Hawaii Truckers Association.

Arthur Rutledge, president of Local 996, said the purpose of the seminar—open to the public—was to give both management and employees a working knowledge of federal motor vehicle safety regulations.

## Truck Noise Order Issued By Agency

The Environmenal Protection Agency has ordered operators of heavy duty trucks to reduce the amount of noise their vehicles make to no more than the amount produced by the new trucks on the road.

The regulation applies to vehicles used in interstate commerce. Operators were given one year to comply with the directive.

EPA estimated the rule setting maximum noise produced by a heavy duty truck at no more than 90 decibels will mean that about 70,000 trucks will have to have their mufflers or tires replaced.

The regulation applies to vehicles of more than 10,000 pounds. It was estimated that about one million of the 5.2 million trucks are used in interstate commerce.

Trucks of 10,000 pounds or more must keep a noise level under 90 decibels when measured from a point 50 feet away from the highway. Trucks traveling less than 35 miles per hour must produce no more than 86 decibels to meet the rule.

New trucks today produce about 90 decibels in highway use, according to EPA.

At the same time, the agency has proposed regulations that would further lower the noise levels permitted in new trucks produced after the 1976 model year.

## Driver Survey Review Slated By DOT

A recent national survey of truck drivers to determine if modifications are needed in current highway safety design is under review by the Department of Transportation's Federal Highway Administration.

Some 388 truck drivers in 28 states were quizzed in an effort to identify highway characteristics that are actually or potentially hazardous.

The most frequently cited observations by the drivers involved freeway on and off ramps which were often described as too short, too sharp or improperly banked.

Other concerns of the drivers included narrow bridges, blind spots, signs and inadequate maintenance.

## Chains for Workers

# Union-Busting Groups Become More Numerous

AN increasing number of union-busting organizations are popping up like stinkweed on the meadow of American industry activity.

Most of the anti-union groups spend their time spreading scare stories about "labor power" so as to raise money from those they succeed in frightening.

One of the newest union-busting outfits is called the "United States Industrial Council" (USIC). It maintains headquarters in both Nashville, Tenn., and Washington, D.C., and is an alliance composed mostly of corporation executives in the South, many of them long anti-union in their attitudes.

The USIC is currently waging a campaign to impose anti-trust fetters on unions. Its method is to seek "voluntary" dues from corporate leaders and then to transform that money into actively pushing toward its goal.

Literature dispensed by the USIC lists among the main goals the placing of unions under anti-trust laws "to restrain exercise of union monopoly power."

Other goals are those of seeking bans on strikes by public employees, a prohibition on unemployment compensation, halting food stamps for strikers, and finally, denying welfare payments to strikers no matter what the condition of their families.

None of the USIC aims are new, of course, and are shared in varying degrees by other union-busting associations.

What is new about USIC, however, is that it proudly publicizes its allies in Congress—all of whom have long been known for their legislative efforts against trade unionism: Senators Strom Thurmond of South Carolina, John McClellan of Arkansas, Paul Fannin of Arizona, Carl Curtis of Nebraska, William Scott of Virginia, Wallace Bennett of Utah, and Jesse Helms of North Carolina.

The seven senators listed above all have sponsored legislation reflecting USIC goals.

The chief sponsor of USIC legislation in the House of Representatives is Rep. Philip Crane of Illinois, considered by many congressional observers to be about the most vehement anti-unionist in Congress.

Some of the congressmen have shown little respect for the truth when it comes to making statements connected with the subject of unions.

Both Sen. Thurmond and Rep. Crane, for example, have claimed loudly that "union monopoly power is a prime cause of inflation." The rather ridiculous statement, in view of three years of wage controls, was trumpeted by Thurmond and Crane even as workers' wages fell off 5.5 per cent in purchasing power.

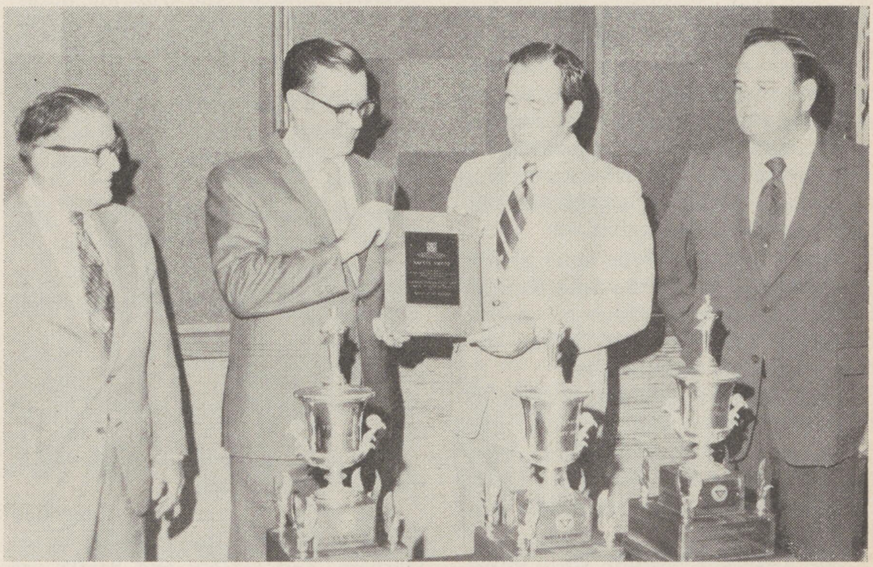
## ● Unanimous

Drivers and helpers employed by International Harvester in Syracuse, N.Y., voted unanimously for representation by Teamster Local 317 in a recent National Labor Relations Board election, according to Paul Gambactorto, secretary-treasurer of the local union. John Parise was the organizer in charge of the campaign in which 27 of the 29 eligible voters cast ballots.

## Retires

**Charles D. Uhl, trustee and business representative for Teamster Local 175 in the Parkersburg, W.Va., area, retired recently. Uhl became a member of Local 175 in 1943. A former freight driver, he served as shop steward on various construction jobs before becoming a business agent.**

## Safety Awards



**Members of Teamster Local 525 in Alton, Ill., and employed as drivers by the Alton Box Board Co., have driven so safely that they have received safe-driving trophies as a group for 1972, 1973 and 1974. Shown admiring the trophies presented by the Missouri Bus and Truck Assn., are (left to right): Walter A. Klausner and Joseph R. Shelton, company officials, and Marshall McDuffy, Local 525 secretary-treasurer, and Robert Spann, assistant business representative for the local union.**

# Safety and Health Becoming Way of Life for Americans

CONSTANT attention to the job safety and health of working people in the United States is slowly becoming a way of life as well as the law of the land.

The transition from work sites filled with dangers to places free of accident and disease is not proving easy since enactment of the Occupational Safety and Health Act of 1970.

There is so much to be done that it will take years before early death by occupational disease or maiming by accident will be uncommon.

Working toward the goal is a young government agency known as the Occupational Safety and Health Administration (OSHA). Beset with problems of youth and inexperience, OSHA is struggling to find the norm for best administration of the law. Each day it moves another step closer to fulfilling the spirit of the law as intended by Congress.

There are still those in business and industry who actively oppose the safety and health law in action—mostly for financial reasons—just as they fought the legislation when it was being considered by Congress.

They do not want to abide the cost of protective equipment. They do not want to restructure plant architecture in the name of safety standards. So they devote most of their undermining of the law by seeking to pull the statute's teeth by amendment.

Then there are some unions—the best example being the International Brotherhood of Teamsters—which recognize the value of safety and health for their membership.

The Teamsters and a few other international unions lobbied many years to get the new law on the books. Now that it is there, the Teamsters Union is making every effort to utilize it to its fullest extent.

The Teamster position since enactment of the safety-health law in 1970 has been essentially that of pioneering.

General President Frank E. Fitzsimmons quickly set up a Department of Safety and Health at the International Union level. He named R. V. Durham, a Teamster local union officer, as director of the new department.

By way of meeting the challenge, the Teamsters Union was the first international organization to forge an industrywide safety-health agreement with management. The milestone was negotiated in the carhauling industry.

The International Union has not stopped there. Having already taken steps to improve the job safety and health conditions for the membership, the IBT now is looking to things yet to be done in the future.

### Mutual Responsibility

R. V. Durham, the Teamster safety-health director, put it this way recently:

"We view the problem as one of extreme importance to our organization and the members we represent. We view the problem as one of employer, union and government responsibility."

Already the objective of safety and health has come into conflict with the "service" sold by the trucking industry. After all, service is what the industry sells. If the carrier does not provide good service, the customer turns to another carrier. The result is there always is pressure to protect the account and sometimes this involves intangible sacrifices.

In our economy, the primary goal of the distribution system is the delivery of goods from producers to consumers as expeditiously and efficiently as possible.

"Our major imperfection in the system," says Durham, "is the failure of many carriers to give safety and health primary priority as they move the nation's goods from point-to-point within the distribution chain."

Too often the carrier is interested only in moving the freight, notes Durham, and "safety and health are placed on the back burner."

Many carriers, for example, fail to maintain a preventive maintenance program. Instead, they wait until the truck breaks down. Not only does service suffer, but Teamster drivers are exposed to unsafe conditions as a result.

Some carriers, unfortunately, are cutting back on their safety programs. Many carriers no longer maintain safety checkers on the highways.

Management also is remiss in another area, underpaying safety directors and shorting their programs in budgeting. This occurs because too often employers look on safety programs as being a liability because they do not generate revenue.

Carriers, in Durham's view, do not put enough planning into the purchase of proper equipment. Anytime new equipment is purchased, the safety aspects must be considered. A few dollars spent at the right time can save a carrier thousands of dollars later in retrofit costs, and also may contribute to the saving of lives.

One of the most serious problems in the motor freight industry today is the indifference of the companies to drivers' reports of unsafe equipment.

Durham likes to quote from a speech made before the Society of Automotive Engineers by Robert A. Kaye, director of the Bureau of Motor Carrier Safety.

Kaye said:

"Even if one assumes that a number of unjustified reports of this nature (defective equipment) are made, the fact remains that the driver is one of the best sources of information about the mechanical performance of vehicles operating on the highway. Simple prudence would seem to dictate that carriers should investigate these reports.

"Yet, the Bureau of Motor Carrier Safety receives a steadily increasing volume of complaints that drivers have repeatedly called mechanical defects to the attention of the employing carriers, and the carriers have failed to take any action in response to the reports. A number of our field investigations have verified the authenticity of these complaints."

Other behavior by trucking companies which has an adverse effect upon safety and health, according to Durham, is the practice of some firms in establishing runs that are physically impossible to complete within the prescribed hours of service limitations.

This problem was compounded when the national speed limit was set at 55 miles an hour. Durham's department has found still too many carriers telling the driver to "use your pencil" —fib a little—when the driver reports to his company that he can't make the run in 10 hours.

Poor housekeeping in the repair shops and on the docks is another area where carriers are at fault, believing that safety efforts should be limited to the highways.

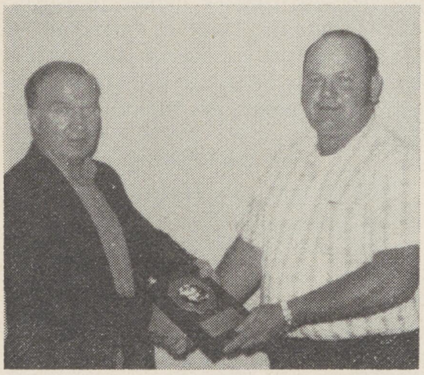
Highway safety is paramount, of course, but employees are suffering injuries and being killed in the shops and on the docks as well. Cabs fall on mechanics, dockmen slip on polluted surfaces, tow motor operators get caught between the loading ramp and the trailer, etc.

Durham feels that the associations which represent motor carriers sometimes fail to set a good example for the industry.

A prime instance of this neglect is the failure of Trucking Employers, Inc., (TEI) to respond to overtures of the Teamsters Union in the direction of establishing a joint safety and health committee.

Shortly after the International Union set up its safety and health department, TEI representatives were contacted to advise them that the Teamsters Union was desirous of getting started on the joint committee—as provided for in the National Master Freight Agreement.

## Safe Driver



**Wilfred Huebbe (right), a member of Teamster Local 371 in Rock Island, Ill., receives congratulations from Chester Kelley, business agent, upon receiving a safe-driving award from Western Transportation Co. A member for 27 years, Huebbe drove the past 16 years without an accident over a million miles of highway.**

"We feel it is a *must* to establish a joint safety and health committee," said Durham, "to review safety problems in the industry."

So far the Teamsters Union has managed to get TEI to the meeting table only once in more than a year. This was despite the fact that a written proposal was presented to TEI.

Said Durham: "We were later advised by TEI that the committee approach was vetoed by the executive committee of TEI because of the opposition of the various trucking associations across the country. Unbelievable, but it happened. We are still hopeful that TEI will reconsider its position."

### Indifference

To add frosting to the cake of management indifference, Durham said that at the same meeting with TEI a request was made to allow representatives of the National Institute on Occupational Safety and Health to ride some of the equipment for the purpose of accumulating data on noise, fumes and vibrations.

"We still haven't received an answer on this request, and this is nine months later," said Durham.

Such reluctance on the part of TEI poses the question of whether the industry is truly interested in solving problems connected with safety and health. There is more than a suggestion that the carriers are more interested in profit than in the safety of their employees.

As Durham puts it: "Neither labor nor industry can afford to continue this reckless course. We must put safety and health first if we are to meet our responsibilities."

Nevertheless, although there are some outstanding problems, management is generally more receptive to finding safety solutions, according to Durham. An increasing number of collective bargaining agreements are being negotiated with safety and health clauses included in the language.

A minority of employers look on safety and health language in the contract as grist for harassment by the union. But the more enlightened employers see it as an opportunity to work out the problem with the union rather than have federal inspectors come in and force compliance.

The Teamsters Union not only supports voluntary compliance on safety and health matters but encourages it wherever possible.

"We would prefer to tell our members to use the grievance procedure rather than filing a complaint through government agencies," said Durham. "But there must be a procedure for the worker to get relief. That is why it is so important to establish a joint safety and health committee."

Within the union, the Teamster Safety and Health Department is making every effort to improve the climate for death-free and injury-free job conditions.

—A safety and health manual has been distributed to all Teamster affiliates and includes pertinent material from the Occupational Safety and Health Administration as well as the Department of Transportation.

—Suggested contract clauses on safety and health have been distributed to Teamster negotiators. The purpose is to promote protective language in contracts on such matters as safety and health committees, employee rights, protective items, first aid, and so on.

—The Teamsters Union now publishes and distributes a monthly newsletter to all affiliates to keep them advised on matters involving safety and health.

—Regional seminar meetings have been held to offer training for business representatives of local unions concerned with the safety and health of their members.

—Each of the four Teamster Area Conferences have established safety and health departments directed by a coordinator who works closely with the International Union.

—A medical advisory committee comprised of leading physicians has been set up to assist on health problems.

The big item of priority remaining on the Teamster Safety and Health Department agenda, however, is the hope of establishing a joint safety and health committee with TEI in line with the responsibilities negotiated in the National Master Freight Agreemeet.

Until such a committee is created and takes the initiative in safety-health matters, the government will continue to promulgate rules and force compliance in that area—perhaps sometimes in a manner that neither labor nor management might find desirable.

# MISCELLANEOUS

## Some are Banned

# Hazardous Toy Warning Issued for 'Santa Claus'

THE CONSUMER Product Safety Commission is in the midst of its second annual holiday season toy safety campaign with the aid of hundreds of volunteer "consumer deputies" throughout the nation.

The campaign began in October with the hope that this year parents shopping for Christmas toys will be more alert to some of the more hazardous items so as to cut the injury and death list of youngsters.

Last year an estimated 150,000 children and adults required hospital emergency room treatment for injuries associated with toys—most of the cases occurring in the 60 days following Santa's Christmas visit.

Since 1970, about 1,700 toys and other articles used by children have been banned for dangers such as small parts that can be swallowed, sharp edges and sharp points.

Although it is illegal for merchants to sell the banned products, last year consumer deputies discovered 1,200 banned toys in checks of 1,400 stores.

While the consumer deputies are not official employees of the Consumer Product Safety Commission, they are trained by CPSC staff members working out of 14 area offices.

When the deputies discover a banned article, they ask the store manager to remove it from the shelf and check his supplier as to whether the item is a banned hazardous product.

Most store managers cooperate in the volunteer compliance efforts. However, in cases of non-cooperation or suspected violations, CPSC inspectors make an official visit within a few days.

The consumer deputy program was inaugurated as a pilot project by the Food and Drug Administration. It proved so successful that the CPSC adopted it officially when the agency inherited jurisdiction over the Federal Hazardous Substances Act in 1973. The law regulates toys and other articles used by children.

## 10,000 for Year?

# Steady Decrease Reported In 1974 Highway Fatalities

THERE is a real possibility that 1974 will end with a saving of close to 10,000 lives in highway accidents from the 1973 figure of more than 50,000.

At last report, the nation's highway fatalities have shown a decrease for the 11th consecutive month below the number of deaths in the same month a year earlier.

The National Highway Traffic Safety Administration said reports from all 50 states indicate a savings of more than 700 lives a month. As of September, there were 8,225 fewer road fatalities than at the same time in 1973.

Dr. James Gregory, NHTSA administrator, said the latest figures are encouraging. He added, "There is a very real possibility we can end 1974 with a saving of close to 10,000 lives compared with 1973."

Following is NHTSA's estimated number of traffic fatalities and percentage changes from year to year:

| *Month* | *1974* | *1973* | *% Change* |
|---|---|---|---|
| January | 2,950 | 3,834 | −23.1 |
| February | 2,625 | 3,479 | −24.5 |
| March | 3,192 | 4,328 | −26.2 |
| April | 3,442 | 4,454 | −22.7 |
| May | 3,732 | 4,813 | −22.5 |
| June | 4,141 | 5,135 | −19.4 |
| July | 4,320 | 5,156 | −16.2 |
| August | 4,537 | 5,227 | −13.2 |
| September | 4,173 | 4,899 | −14.8 |

## ● Job Guidance

The Department of Labor's new Occupational Information System program will provide better career guidance information for young people and others deciding on the kind of work they want to do.

## $5,500 Backpay

**Don L. West, vice president of Teamster Local 612 in Birmingham, Ala., presents a check for $5,500 in backpay to T. C. Galbreath, job steward discharged from Brinks, Inc. Resolution of an unfair labor practice charge against the company resulted in Galbreath's reinstatement with all losses made up and benefits restored.**

## Food Stamps Overlooked By Millions

AN estimated 20 million Americans are not taking advantage of their eligibility to receive food stamps, according to a study by the Senate Select Committee on Nutrition and Human Needs.

Altogether, about 35 million Americans qualify to receive the stamps in a program administered by the Department of Agriculture.

The department's figures, however, show that the average number of people using food stamps for the 12-month period ending last June 30th was 12.9 million per month.

### Varied Reasons

The Community Nutrition Institute is of the opinion that people in need do not take advantage of the program for a variety of reasons.

Many Americans are unaware of the program. Others do not take advantage of the food stamp because of a misguided conception that there is a stigma of welfare attached to them.

Under the program, a person without income can receive stamps at no cost that entitle him to buy $46 worth of groceries a month.

### In 3 Months

# Workers Shorted $22.3 Million By Employer Pay Violations

ABOUT $22.3 million was found due to 85,341 workers underpaid during the first three months of fiscal 1975—the period of last summer.

During the same 3-month period, about $11 million was recovered for 66,500 underpaid workers—according to the Labor Department—under federal wage and hour laws.

Most underpayments resulted from violations of minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA).

FLSA minimum wage underpayments totaled $5,264,600 for 37,438 employees, and overtime underpayments totaled nearly $9,447,000 for 44,700 workers.

Employers on federally funded or assisted contracts were found to owe nearly $1 million in prevailing wage and overtime rates to 3,580 employees.

Violations of the Equal Pay Act resulted in $5,739,500 owed to 6,642 underpaid employees, most of them women. The law requires equal pay for men and women doing substantially equal work in the same establishment.

About 250 older workers, discriminated against because of age, were found to be underpaid nearly $878,000. The Age Discrimination in Employment Act prohibits discrimination in employment against workers aged 40 to 65.

The total number of employees with wages restored under individual laws exceeds actual total persons counted under all laws, because some workers were found to be underpaid in violation of two or more requirements.

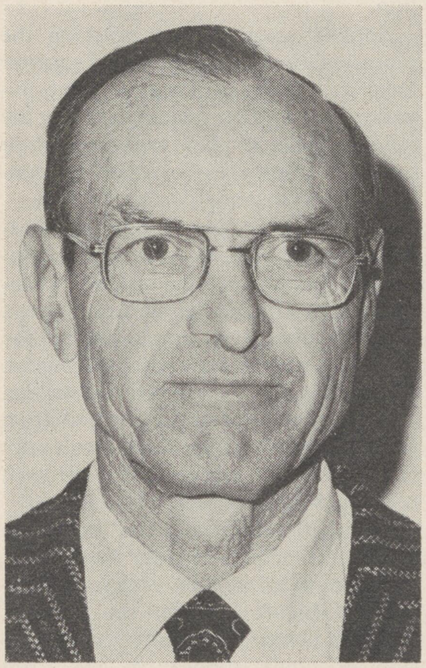
The major reason for the difference between the total money found due to employees and the amount actually paid is employers' refusals to pay back wages in cases unsuitable for litigation by the Labor Department.

In such cases any employee has the right to institute private and independent action for the recovery of back wages due and substantial amounts of wages are recovered by employees in this way, which are not reflected in the department's statistics.

Another reason for the difference is the 2-year statute of limitations which generally limits recovery of back wages to 2-year period prior to the department's filing a complaint against an employer.

The Wage and Hour Division conducts enforcement activities through the work of approximately 1,000 compliance officers who investigate for compliance with wage and hour laws.

### Retires



**Raymond W. Rucker, Sr., one of the original Kroger Co., employees to join Teamster Local 175 at Charleston, W.Va., in 1937, retired recently after serving the local union as a trustee for many years. Rucker also indicated he plans to retire soon as a driver.**

### Safe Products

# Consumer Conversation Sought By Newest Government Agency

LETTERS from consumers are being sought urgently by the government's newest agency to help it do its assigned task.

The agency is the U.S. Consumer Product Safety Commission (CPSC).

An independent regulatory unit, the CPSC was created by Congress with the hope of reducing the number of consumer product-related injuries which occur in the United States each year.

The scope of the job is illustrated by the fact that there are an estimated 20 million consumer product-related injuries in and around the home every year. The figure includes a tragic 30,000 deaths and 110,000 permanent disabilities.

In operation only since May, 1973, the commission already has set stiff mandatory safety standards on baby cribs, flammability standards on mattresses and children's sleepwear, and safety regulations on bicycles to go into effect next year.

The CPSC also has supervised the recall of millions of potentially hazardous products including gas and electric ranges, garden and lawn tractors and power mowers, electric frypans, television sets and decorative fireplaces.

In all, the commission has jurisdiction over thousands of consumer products with the exception of food, drugs, cosmetics, firearms, tobacco, boats, airplanes and autos. Its authority includes the power to set mandatory safety standards and to ban outright products considered hazardous.

CPSC standards can specify not only how a product should "perform" but also materials to be used and quality control procedures to be following.

In addition, stiff civil and criminal penalities back up CPSC actions so that companies are encouraged to take a greater interest in product safety.

The commission has several programs underway to develop new safety standards and that is where the consumer can help. Current research is on power lawn mowers, swimming pool slides, bookmatches and architectural glass.

People who have information they would like to funnel to the agency are encouraged to write: Information, U.S. Consumer Product Safety Commission, Washington, D.C. 20207.

# MISCELLANEOUS

## Changing Era

### Public Workers' Strike 'Right' Gaining More Legal Support

STATE legislatures and court decisions increasingly are accepting the idea of the right of public employees to go on strike.

A review of the change in mood was detailed in an article appearing in a recent edition of the *Monthly Labor Review* published by the Department of Labor.

Labor relations specialists in the Federal Mediation and Conciliation Service made the study and found numerous legislative actions and court rulings in the past five years that indicate "a number of states have become receptive to the concept of legalized public employee strikes . . ."

While the absolute ban on strikes in federal service is still iron strong, such bans are weakening at the state and local levels.

In 1960, for example, there were 36 public sector strikes resulting in 58,400 man-days lost. The figure compares with 412 work stoppages in 1970 involving a man-day loss of 2,023,000.

While it is conceded that most states still have no-strike laws, several have enacted legislation allowing a limited opportunity for legal strikes by certain types of public workers. The states include Vermont, Montana, Pennsylvania, Hawaii, Alaska, Minnesota and Oregon.

As a rule, no-strike restrictions are still in force on walkouts by policemen, firemen, school teachers and other employees involved in public safety or health.

A great majority of states still keep no-strike laws on the books for public employees and the court injunction remains the favorite weapon of state and local officials against such strikes.

On the other hand, noted the *Monthly Labor Review* article, "several court decisions in recent years have indicated that, in the future, the availability of injunctive relief during a public employee work stoppage may be reduced."

Cited were a number of state court decisions taking into account anti-injunction legislation, similar to the federal Norris-LaGuardia Act, which is found in 26 states.

The appellate court in Illinois, for example, "held that the state's anti-injunction statute prohibited the issuance of an injunction against a strike of municipal workers despite an allegation of interference with the city's water, sewer, street and police departments."

Other state courts in Michigan, Rhode Island, New Hampshire and New York, according to the article, either have rejected injunctions or have shown a "reluctance" to apply vigorously the letter of the law in imposing penalties.

## Teamster Champs

**A softball team sponsored by Teamster Local 211 of Pittsburgh, Pa., was undefeated in 28 games last season, six of the wins coming in playoffs. Shown are (left to right): Standing—Manager Spot Riccardi, Boo Riccardi, Mark Riccardi, Walt Wisneski, Steve Mahoney, David Miller, Bernie Antonio, Ted Cozza, president of Local 211, Sam DiMarco, Tony Folino, Frank Bucci, Joe Cioffi, Steve Gatusso, Joe Zupcic; Kneeling—Bob Cozza, Tom Zocco, Ron Dilla, Armand Creo, Ken Hustava, Ron Shurtz, Cris Painter. Ron Owens missed the photo session.**

## Initiation Fee Waiver Ruling By Board

THERE is no unfair labor practice when a union offer to waive initiation fees is made available to all voters prior to a union representation election.

That's the sum of a recent decision by the National Labor Relations Board in a case involving Teamster Local 760 of Yakima, Wash., and Snokist Growers, Inc. The Board ruled that the company illegally refused to bargain with the union as certified bargaining agent of the employees.

In answering the unfair labor practice charge, the company admitted refusing to bargain but challenged the validity of Local 760's certification.

Snokist asserted that prior to the representation election, the Teamster local union—by offering to waive initiation fees and by misrepresenting the union's pension plan with respect to seasonal employees—engaged in conduct which invalidated the election.

The Board agreed with the administrative law judge, however, who concluded that during the election campaign, the union advised the workers that all who were employed by the company at the time of the election would be given an opportunity to join the union without paying an initiation fee and membership dues would not begin until an agreement had been reached with Snokist.

In other words, said the judge, the waiver of initiation fees was made available to *all* eligible voters, was obtainable before or after the election, and was not conditioned upon expression of union support in any form during the electoral process.

Reference to previous cases, including a U.S. Supreme Court decision, was made by the Board in sustaining the administrative law judge.

# LEGISLATIVE REPORT

### Lame Duck, then—

## Incoming 94th Congress Has Its Work Cut Out

CONGRESS was due to return after the Thanksgiving recess and waddle through a lame duck session before closing up for Christmas—leaving problems hanging for the incoming 94th Congress to open its first session in January.

The Senate and House, composed of 103 congressmen who will not be returning, were not expected to chalk up a lot of legislative accomplishment in the final weeks of the 93rd Congress.

Hanging between Thanksgiving and Christmas were several controversial nominations, a foreign aid program, assorted budget cuts submitted by the President, a handful of energy measures and numerous fiscal 1975 authorization and appropriations bills that must be acted upon.

It seemed certain that major legislation still not passed will be waiting for reintroduction in January.

Aside from the pending measures already mentioned, there really is no "must" legislation facing Congress.

Bills of importance to labor that are getting short shrift this final session include national health insurance, tax reform and similar items.

Senate Majority Leader Mike Mansfield already has expressed doubt that a tax revision bill can be passed this year, even though a House committee was reported ready to wrap up two years of work by reporting the bill following the Thanksgiving recess.

The future of the tax legislation has been clouded since President Ford issued a request for a 5 per cent income tax surcharge in 1975.

Even should the House pass a tax bill, there probably will not be enough time remaining for the Senate to take action, or should the Senate zip through it, there still would be a conference committee which would take more time than is left.

National health insurance has definitely been put aside.

There are several consumer bills that have been treading water in Congress for months. Two major measures—no-fault auto insurance and a consumer agency—appear definitely dead until their revival in the 94th Congress.

Transportation legislation was very much in the air. Several bills in this area were due for consideration in the final lame duck meeting, but the outlook for real action was dim—again for lack of time.

If time alone does not prevent congressional action on much of the pending legislation, there is another factor that might cause delay: The list of presidential vetoes confronting the Senators and Representatives.

President Ford's exercise of the pocket veto on several bills has wrankled some congressmen. There is a feeling on Capitol Hill now that Congress, upon returning to work, will decide whether to treat some of the measures as though they had been vetoed in the normal manner and proceed to over-ride the veto on some measures.

If that happens, more time on the clock will be burned up.

### Doc Brass Worrying About Money

The American Medical Association, with a spending budget of $36.5 million for 1974, is worrying about money.

The AMA has 170,000 dues-paying members and 40,000 non-dues-paying members and represents about 55 percent of the 366,379 doctors in the United States.

Lately, the organization's expenses have been exceeding its income and has begun talking of economy-saving measures.

Its tentative plans include reducing the AMA headquarters staff from 1,000 to 950. Also being considered is reducing the number of issues of the AMA *Journal* to 48 from 52.

### New Faces Appear In Congress

**Nearly a fifth of the membership of the 94th Congress will be new faces as a result of the upheaval in the November general election.**

**There will be at least 11 new faces in the Senate—perhaps 12 depending upon final vote tallies—and there will be 92 new members in the House of Representatives.**

**The political alignment, subject to change as a result of recounts in progress, will see the House with at least 290 Democrats and less than 145 Republicans. The new Senate will have at least 61 Democrats and no more than 39 Republicans.**

### ● Job Service

Federal-state employment services placed 3,334,000 people in jobs during the 1974 fiscal year, according to the Department of Labor.

### Ford Signs Measure On Credit

President Ford signed into law a bill that will force companies to correct billing errors at the customer's request and to prohibit corporations from denying credit to women on the basis of sex.

The law requires that a company must acknowledge within 30 days the receipt of a letter complaining about a billing error. Additionally, the creditor must either correct the mistake within 90 days or tell the consumer why the original bill was correct.

Until the conditions are met, the company cannot turn the bill over to a collection agency or try to dun the customer in any other way.

The legislation also officially recognizes the basic principle that women should have access to credit on the same terms as men.

# LEGISLATIVE REPORT

## History

# 93rd's Legislative Record Better than Some Sessions

THE LEGISLATIVE record of the 93rd Congress, soon to pass its responsibilities to the 94th, was better than some in the past but not outstanding.

In the area of labor legislation, the 93rd raised the hourly minimum wage and extended coverage of the law to another seven million workers. It also established minimum federal standards for private pension plans. It created an independent corporation to provide legal services for the poor.

On health matters, the 93rd passed much minor legislation with most of it amounting to funding for research and education. One important item was the authorizing of educational programs on drugs and alcohol abuse.

In political affairs, the 93rd Congress achieved a significant accomplishment in passing a campaign reform law. The law sets political contributions and spending limits for federal elections and provides for public financing of presidential elections.

On economics, the 93rd established a mechanism to regain control over federal spending. Much of the remaining legislation in this area was designed to buttress staggering parts of the economy with loan programs, etc.

Energy took much of the 93rd's concentration last winter. The Congress passed laws to deal with fuel shortages and the search for new energy source development.

Much important legislation was laid aside by the 93rd in the press of events, a lot of it of importance to organized labor. Some pending bills may still get attention during the current "lame duck" session although the outlook for action is dim.

Still outstanding are: National health security, tax reform, and trade legislation to protect jobs.

As 1974 came to a close, it appeared that the 93rd Congress was unsure what action to take to meet the twin problems of recession and inflation. In fact, it appeared thoroughly willing to let the 94th Congress worry about what has come to be called "stagflation."

## Below 50

# Youthfulness Hits Congress As Result of General Vote

FOR the first time in nearly 30 years, the average age of members of the U.S. House of Representatives is below 50.

As a result of changes following the general election, some 87 House members in the 94th Congress will start out below the age of 40. The Senate, too, has a more youthful look with five Senators under the age of 40.

Even more impressive was the fact that six of the victorious House challengers in the general election were under the age of 30.

Two of the greatest election upsets were scored by men barely able to meet the constitutional age requirement for service in the House. The young'uns were Thomas J. Downey of New York, 25 years old, and David F. Emery of Maine, 26.

The significance of the youth movement in Congress is that seniority is suffering a depression. Youthfulness attacks the status gained in Congress as a result of tenure.

The average House member's seniority dropped from nine to 8.5 years. Democrats lost an accumulated total of 443 years' seniority while Republicans lost 590 years' seniority.

Youth in the Senate will have an impact also. Eight of the new Senators are in their 30's or 40's—much younger than the men they will be replacing.

There is yet another significant change in congressional make-up. The 94th House will have a record number of women members, 18, of whom a third will be first-termers.

## Vets to Get Insurance Dividends

Beginning January 1st, the Veterans Administration plans to pay dividends for the first time to about 600,000 Korean War veterans carrying "RS" and "W" prefixed National Service Life Insurance policies.

VA officials said the dividends will be paid on anniversary dates of the policies. The dividends were authorized last May by a new law passed by Congress.

The VA mailed dividend option selection forms to veterans in October which give the vets the choice of accepting the dividends in cash or leaving them with the agency as a dividend credit or dividend deposit—both at interest.

Dividends also may be used to pay insurance premiums in advance, buy additional paid-up insurance or, to reduce debt on policy loans. Dividends left on credit will be used automatically to pay premiums should the policyholder fail to do so.

The amount of dividend a veteran will receive depends upon the face value of the policy, his age at the time the policy was issued, and the number of months the policy was in force during the 1975 dividend year.

## Medicare Handbook Distributed

A new edition of "Your Medicare Handbook" is being distributed to some 23.5 million Americans eligible for Social Security benefits.

Officials expected the handbooks to be completely distributed by the end of November. The new edition contains major amendments made in the Medicare program by Congress during the past two years.

Medicare is administered by the Social Security Administration, an agency of the U.S. Department of Health, Education, and Welfare.

## ● Migrant Aid

The Labor Department's "Comprehensive Migrant Manpower Program," designed to aid farmworkers and their families to settle out of the migrant stream, offers training, education, job development, placement, relocation and health services.

## Reform Bill Signed By President

PRESIDENT Ford has signed into law a compromise campaign finance bill aimed at reforming abuses in general election campaigning.

The new law limits contributions by individuals and organizations and imposes spending ceilings for candidates.

It also provides public funds for presidential candidates from each major political party.

### 'Truth' Noted

When signing the measure, the President noted "the unpleasant truth (is) that big money influence has come to play an unseeming role in our electoral processes."

He added: "By removing whatever influence big money and special interests may have on our federal electroal process, this bill should stand as a landmark on campaign reform legislation."

### In Effect Soon

The law, scheduled to go into effect the first of next year, will receive its first real test in the 1976 general election.

One of the major provisions is the prohibition against individual contributors giving a particular candidate more than $1,000 in a primary or general election campaign.

Furthermore, no one individual may contribute more than $25,000 to all federal candidates and organizations in a single election year.

### Money Source

Money used for federal financing will come from the $1 checkoff on income tax returns, a voluntary contribution which President Ford said he hoped would "not become mandatory and that it will not in the future be extended to congressional races."

Under the public-financing provision, a candidate in a presidential primary would be limited to an overall outlay of $10 million in public and private funds—plus $2 million for strictly fund-raising activities. In the general election campaign following the primaries, each major party candidate would receive $20 million.

### Good and Bad

## Social Security Changes Due Beginning January 1

THERE is both good news and bad news concerning changes in Social Security that are scheduled to go into effect this coming January 1st.

The bad news is that the maximum amount of earnings in a year that count for Social Security will automatically increase to $14,000, up from this year's maximum of $13,200.

The good news is that the maximum amount that a beneficiary can earn and still get all his Social Security checks will increase to $2,520 in a year under the same automatic provisions of the law. The 1974 figure is $2,400.

People who earn more than $2,520 in 1975 may still get some Social Security benefits, but every dollar they earn above $2,520 may cause a reduction of 50 cents in their social security benefits for the year.

No matter how much they earn in 1975, they can get their full benefit for any month in which they do not earn more than $210 in wages (up from $200 in 1974) and do not perform substantial services in self-employment.

These will be the first automatic increases to take place under provisions of the Social Security Law enacted in 1972 and 1973. The increases are determined on the basis of a formula in the law which automatically produces a result based on reported statistics.

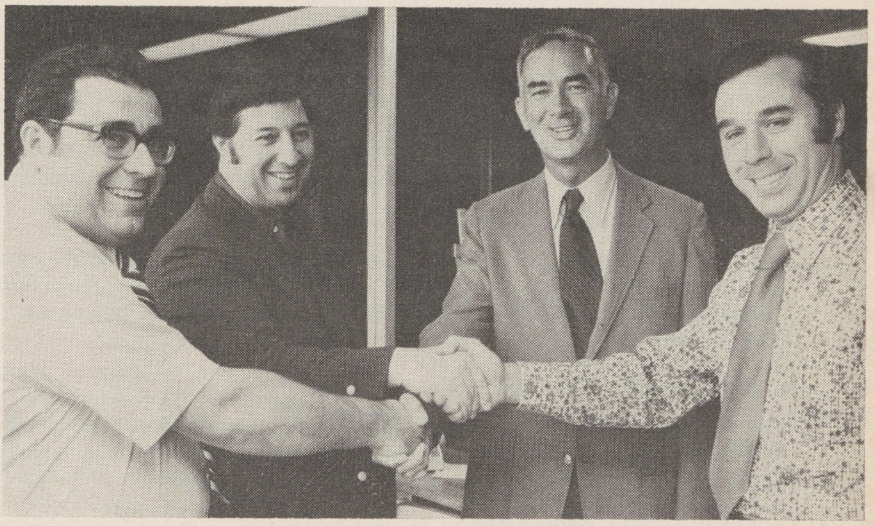
### Formula Design

The formula is designed to keep both the contribution and benefit base, and the retirement test exempt amount, up to date as average wage levels rise throughout the Nation. Under the law the automatic increases can take effect only after a year in which there has been an automatic increase in Social Security benefits." An 11 per cent increase in benefits that met this requirement took effect earlier this year.

## ● Lady Workers

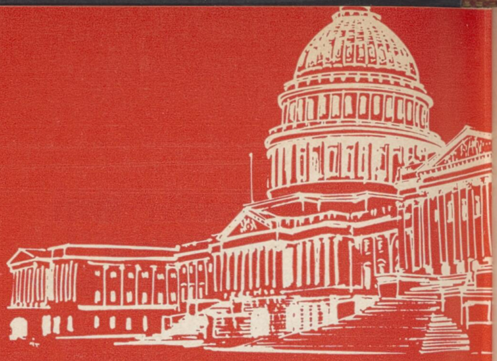
The number of employed adult women increased by 1.2 million between January and July, 1974, according to the Bureau of Labor Statistics.

## Vet Program



Vincent Brocco (second from left), president of Teamster Local 814 in New York City, congratulated Raymond Benatti of the Steinway Van & Storage Corp., for Steinway's participation in the union-supported job development program for Vietnam War veterans. The Steinway company was the first Long Island city firm to utilize state and federal funds enabling veterans to take an 8-week training course on moving. Also shown are James P. Harley (second from right), chairman of the Moving and Storage Industry of New York, and Richard Benatti of Steinway.

# Legislation, Politics, Government



- **COMMITTEE RETAINS POWER**

The powerful House Ways and Means Committee retained nearly all its legislative muscle after a week of reorganization in the House of Representatives. Congressional observers believe there may be yet another attempt to strip the committee of its power to hand out assignments.

- **WARNING TREE BEARS FRUIT**

For years, Rep. Wright Patman, chairman of the House Banking and Currency Committee, has been trying to alert Congress to the shaky policies of the banking community. "Business Week" magazine bore Patman's warnings out recently in an article that declared the U.S. Banking system is "in more trouble today than at any time since the 1930's, with a distressing number of banks over-loaned, over-borrowed, over-diversified and under-capitalized."

- **NO-FAULT SAVES**

The New York State Insurance Department estimates that the state's no-fault automobile insurance law which went into effect last February already has saved consumers $100 million. Refunds on policies purchased before the law became effective totaled an estimated $45 million.

- **TONGUE-IN-CHEEK**

The Republican Congressional Committee newsletter recently contained a tongue-in-cheek guide of distinctions between Republicans and Democrats: "Republicans employ exterminators; Democrats step on the bugs . . . Democrats eat the fish they catch; Republicans hang them on the wall . . . Democrats buy most of the books that have been banned elsewhere; Republicans form censorship committees and read them together . . ."

- **COLLEGE LOAN RULES**

The U.S. Office of Education has drafted new rules to reduce the volume of defaults in federally insured college student loans. Defaults already total about $252 million. The new rules are designed to protect student borrowers from being short-changed by trade schools and colleges.

- **WELFARE SLICE**

Thirty-five states and the District of Columbia got notice from the Department of Health, Education and Welfare that they will receive $43.5 million less in federal funds than requested to pay welfare recipients during the last half of 1974. HEW said it was cutting matching grants in the hope that states would prune ineligible welfare families and eliminate over-payments.

- **CALIFORNIA NIGHTMARE**

For the fourth straight year, California Gov. Ronald Reagan vetoed a bill to allow college faculty members the right to examine their personnel files. The head of the United Professors of California, Dale Burtner, termed Reagan's 8 years as governor "a nightmare for higher education."

- **WOMEN IN POLITICS**

The days of male majority in state legislatures appears to be on the wane. As a result of elections last month, the number of women holding state legislative seats soared from 470 to 750 across the nation.

- **REPUBLICAN STRUGGLE**

Prominent Republicans in the House of Representatives have begun jockeying to see who will succeed the retiring Leslie Arends of Illinois as House minority whip. At least five congressmen are considered in the running for the job.

# For Your Information

## ● Railroad Merger

Safety officials of the Federal Railroad Administration say the tremendous upsurge in rail accidents of late is due to "deferred maintenance" of track—which amounts to little or no maintenance in many situations.

An inspection of an 82-mile stretch of track operated by the Lehigh Valley Railroad from Sayre, Pa., to Moravia, N.Y., for example, discovered 13,737 defective ties, 143 defective rails, 9,324 loose joint bars, 154 missing bolts, and more than 60 miles where vegetation was too thick to ensure safe travel.

"Lehigh Valley's track may have been singled out as being especially unsafe," noted the *Wall Street Journal* recently, "but it's hardly unique."

The nation's railroads reported a record 7,389 derailments last year, according to the FRA. The total was a 34 per cent increase over the 1972 mark.

Train accidents during the same period totaled 9,689 for an increase of 29 per cent over the 7,532 wrecks recorded in 1972.

**Farm population in April, 1973, was estimated at 9.5 million by the Census Bureau and the Department of Agriculture after a joint survey. The total amounted to 4.5 per cent of the population in the United States.**

## ● Proof for Vets

The Veterans Administration advises eligible veterans, dependents and survivors that they need not worry too much about whether a lost birth certificate or marriage license will deter them from benefits.

Less formal proof of marriage and birth has been acceptable by the VA since 1971 when such information is needed to establish claims for benefits. Formerly, the VA required all statements of marriage and birth to be supported by formal, documentary evidence.

Now a certified statement of marriage is sufficient on applications for compensation and education benefits, provided neither the veteran or his spouse has been previously married and the VA has no contradictory information on file.

A certified statement also is acceptable regarding birth of a child of a veteran's marriage and as proof of age and relationship.

## ● Air Pollution Cost

The latest estimates of air pollution damage in the United States—for the year 1970—put the annual tab at $12.3 billion.

Researchers at the Environmental Protection Agency based the estimate on various surveys and records of air quality levels.

The range of damage was actually estimated at between $6.1 and $18.5 billion with $12.3 billion being the most likely figure.

## ● Tax Guide Available

The Internal Revenue Service has decided to make available free of charge its 1975 edition of "Your Federal Income Tax," a basic guide for taxpayers.

In the past years, the IRS has charged $1 for the guide. It decided against a charge this year when it was discovered that the guide would have to wear a price tag of more than $2.

This tax season, according to the IRS, single copies of the tax guide will be free. Multiple copies will cost 50 cents each.

The 1975 edition of the guide is scheduled to be available at mid-December.

## ● Paper Clip Shortage

There is currently a paper clip shortage in the United States and industry observers expect the shortage to continue for about three more years.

The shortage had its origin in late 1973 when major steel companies began running short of steel wire from which the clips are made. This in turn led to a 150 per cent jump in the cost of producing clips.

There is no indication that wire shortages will be solved. The rod from which steel wire is made is used by the steel companies in the production of other, more expensive items.

Paper clip prices have soared as a result of the shortage. A box of 100 small clips valued at 10 to 15 cents in 1973 is now hovering at the 33-cent point.

**Pollsters in New York City wondered in 1966 and again in 1974 how many Americans believed the old axiom, "The rich get richer and the poor get poorer." They found in 1966 that 45 per cent believed it; in 1974 they found that 77 per cent believed the saying.**

## ● Grave Situation

Cemetery managers across the land are wrestling with a new problem—a rash of thefts.

Bronze memorial vases, metal doors and even headstones have become the targets of nighttime thieves. The metal items are often sold to scrap dealers while historic headstones turn up in flea markets and antique shops.

Five cemeteries in Wisconsin reported the loss of $35,000 worth of bronze grave vases in recent months.

The American Cemetery Association, on the basis of a survey of the 11,000 cemeteries in the country, estimated there has been a minimum of 3,500 thefts resulting in a total loss of items valued at $1.2 million over the past five years.

A bill has been introduced in Congress to make it a federal crime to sell or receive items stolen from cemeteries.

## ● Alcoholism and Taxes

The Internal Revenue Service recognizes alcoholism as a sickness when making tax determinations.

The IRS has allowed medical deductions for treatment costs and for transportation outlays in attending meetings of Alcoholics Anonymous.

Now the IRS has gone a step further. It has ruled that wage payments to someone absent from work while undergoing treatment are excludible from taxes as sick pay.

## ● Auto Price Gimmick

Unimpressed by very impressive drops in new car sales, Ford Motor Co., increased its 1975 car prices in a quiet, subtle manner near the end of November.

Apparently believing that the loss of sales can be made up by higher prices, the price hike amounts to about $75 a unit—or 2 per cent.

Rather than raise the base price of the car—the usual method for affecting hikes—Ford adopted a series of pricing gimmicks that included: Raising the shipping charge, raising option prices, charging dealers extra for antifreeze that used to be free, and making certain previously optional equipment "delete options."

A "delete option" means that the optional equipment will be wrapped into the base model of the car unless it is specifically ordered without it. The device allows Ford to continue advertising its product at lower price levels.

## ● Shorter Hours

Many manufacturing companies, faced with a slump in demand for their products, have taken to shortening work schedules of their employees.

Increasingly more common are reductions in overall work weeks and cutbacks on overtime.

In the third quarter this year, the average work week hit a new record low in the United States—37.3 hours.

## ● Market Mis-Reading

Realtors and money-lenders keep complaining that the high cost of interest is the culprit in the depressed house-selling market.

Turnover of homes has become so sluggish that realtors in some areas are on the verge of lowering the sale prices.

The high price of homes is the nub of the problem, not the high cost of interest. Home buyers have been searching for houses they could afford, not for lower interest rates.

**A leading manufacturer of penny gum balls in Akron, N.Y., has solved the problem of high sugar prices. It has retained the traditional gum ball size by hollowing out the center.**

## ● Social Security

More than one-third of all persons receiving monthly Social Security payments are 72 years or older, according to the Social Security Administration.

Social Security pays out more than $4.5 billion monthly in benefits to more than 30 million Americans. Some 10.7 million are 72 or older. Of the latter figure, about 7 million get benefit checks based on their own work under the Social Security program.

## ● World Unemployment

Americans tend to forget that other nations around the world are having problems with mounting unemployment, but that is the case.

Joblessness is increasing at an alarming rate around the globe, according to a recent study by the Ford Foundation. The study notes that the labor forces in under-developed countries are expected to double over the next 30 years. Many Asian governments already report employment problems resulting from too many people for too few jobs.

The Ford Foundation report put it this way: In many developing countries, the opportunity to earn a living "has turned out to be particularly elusive."

## ● Computer Snarl

New York City's government suffered through a series of computer snarls recently much to the amusement of city workers no longer impressed with the threat: "You can be replaced by a computer."

Among the NYC computer boo-boos were these: One computer issued and mailed $7.5 million in checks to people who weren't entitled to them; another computer credited the city with $30 million less than it actually had in the banks; a computer that was supposed to keep track of securities owned by New York City completely lost $5.4 million worth of bonds supposed to be in a city vault.

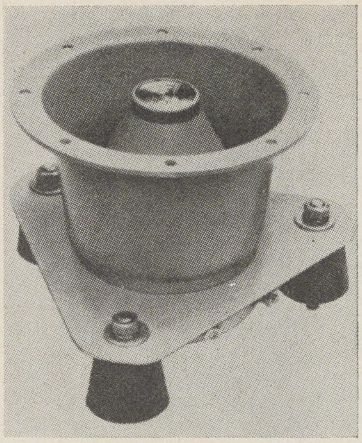
## ● New Speeding Light

There is increasing use of a new "speeding light" that flashes on when motorists are exceeding the limit on dangerous curves, etc.

The light declares: "You are speeding."

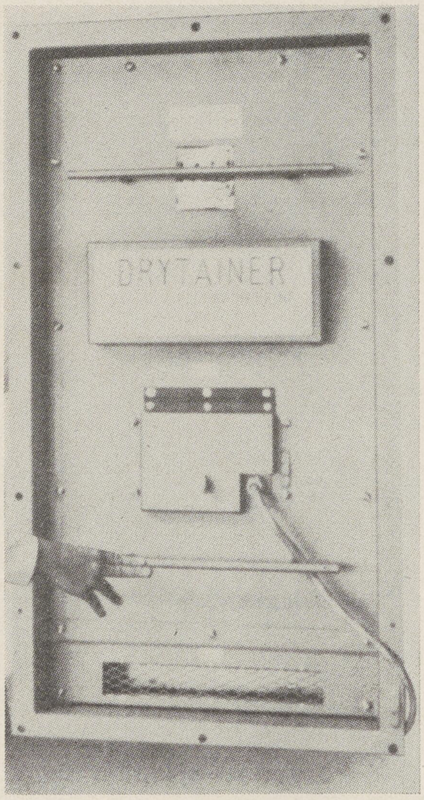
Traffic specialists in Arlington, Va., found that a light at a bad-accident stretch of road reduced speeders from 55 per cent before installation to 14 per cent a year and half later.

# WHAT'S NEW



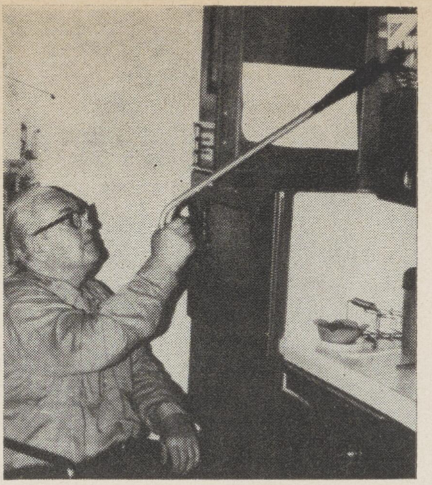
## Backup Alarm

This recently introduced backup alarm fits all vehicles with 6 to 36-volt positive or negative ground electrical systems and has loudness control of 97 or 107 decibels.



## Drytainer

This newly marketed dry air "drytainer" system is portable, can be installed in containers, trailers and freight cars to protect moisture-sensitive cargoes, says its manufacturer.



## E-Z Reacher

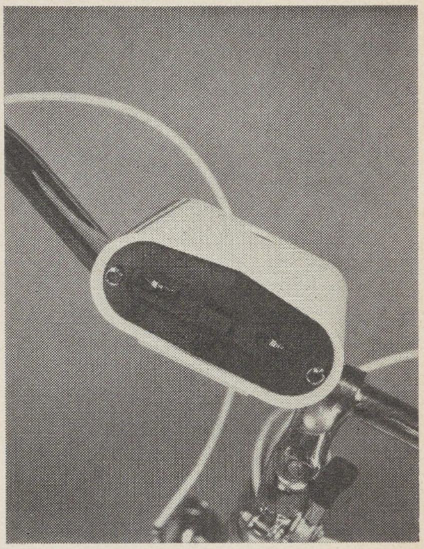
A new versatile tool which extends your reach to 2½ feet has been marketed. The E-Z Reacher encompasses an engineering principle which combines extraordinary sensitivity (it can pick up a dime, on edge) with a powerful secure grasp on many different sized and shaped objects and articles up to several pounds in weight. Made of sturdy, lightweight anodized aluminum, the tool weighs only 9 ounces.

## Truck Cover

A complete line of automatic truck covering equipment for open-bodied vehicles and trailers is now available. The cover is activated by independent functioning spring-loaded cylinders. Easily installed, the cover decreases accidents, lowers insurance claims and helps prevent escaping materials, reports its manufacturer. Covers are available to handle anything from an 8-foot body up to and including 30-foot trailers.

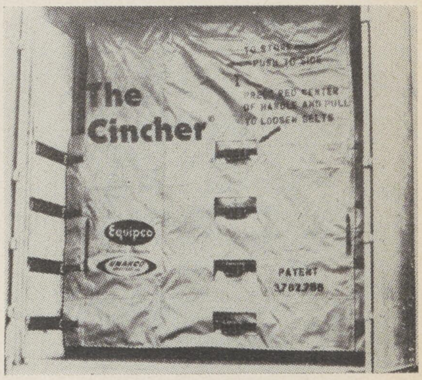
*WHAT'S NEW keeps our readers informed of new ideas. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018. A stamped, self-addressed envelope must be enclosed.*

**A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.**



## Bike Radio

A bike radio which adds to the enjoyment of bike riding has been introduced. The solid state AM radio with built-in light and horn weighs 17 ounces. The radio operates on one 9-volt battery, light and horn operate on two "D" cell batteries, all batteries are included. Earphone and shoulder strap are also included. The unit is white with red accent stripe.



## Load Restrainer

A "captive" load restrainer, made of a folding shield that rides flat against van sidewalls when not in use, has been introduced. The vinyl-coated nylon shield and belt system is pulled across the face of the load like a curtain and then secured. It can be used as a load divider as well as restrainer for protecting loads and cargo doors.

# LAUGH LOAD

## More Humans Dog It

Three truck drivers were seated in a bar, having drinks after work with the pet dog of one of them. The hound was holding his glass in the most approved manner and grinning widely at some of the stories being swapped across the table. The bartender was amazed. "That dog!" he said, "he's almost human!"

"You said it," replied the dog's owner. "Watch how he'll try to weasel out of paying for the next round!"

## Payment Overdue

An old country doctor parked his Model T on the street. When he came back, a number of youths were standing around laughing at the old bus. The doctor climbed into the seat and said mildly. "The car's paid for, boys." He looked deliberately from one boy to another. "You're not—and you're not."

## A Real Moving Story

The little girl was taken to the department store for the first time by her mother. What fascinated her most was the escalator. She asked. "Mommy, what happens when the basement gets full of steps?"

## Change the Baby

"What makes you think the people next door are very poor?" asked the mother.

"Golly, Ma," replied her son, "you should have heard all the fuss they made when the baby swallowed a quarter!"

## No Extra Charge?

The trucker put 15 cents in the vending machine. Out poured coffee, double cream and sugar . . . but no cup. After it had all gone down the drain, the customer marvelled: "That's real automation; the machine even drinks it for you!"

## A Shocking Surprise

The art student spent several hours in the exhibition of abstract and cubist art. Finally she found one she liked; a little black dot on a field of white, framed in brass. She asked the attendant how much it was.

"That's not for sale," he replied. "That's a light switch!"

## Whyizzit?

Why is it that everybody prefers the front of the bus, the middle of the road, and the back of the church?

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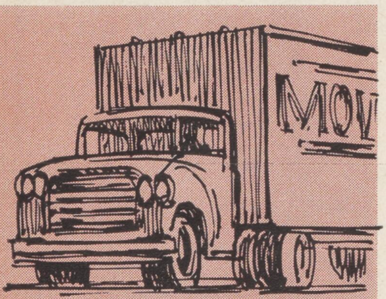
# MOVING? *Let Your Local Union Know!*



**Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.**

NAME..........................................................

NEW ADDRESS..........................................................

..........................................................
City State Zip Code

OLD ADDRESS..........................................................

..........................................................
City State Zip Code

LOCAL UNION NO..........................................................

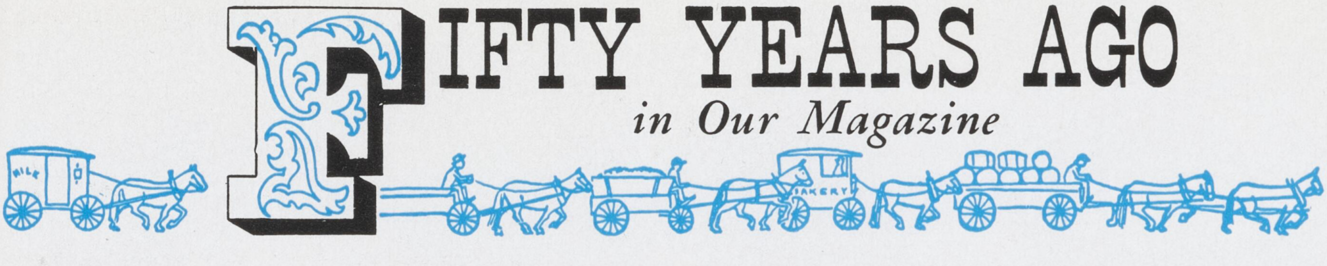
LEDGER NO..........................................................
(If unknown—check with Local Union)

NAME OF EMPLOYER..........................................................

**Give this form to your Business Agent, Job Steward or mail to your Local Union Office.**

# FIFTY YEARS AGO

## in Our Magazine



VOLUME XXI *(From the December, 1924, Issue of the TEAMSTER)* NUMBER 12

## Straight Shooting

One of the most prominent business men of the country who possesses the courage to give public expression of his opinions is Mr. Edward A. Filene, one of the great Boston merchants. Recently he discussed some features of the industrial problem in the columns of the Engineering Magazine.

"Why do men strike?" he wrote. "Primarily because they instinctively dislike to be bossed. All men dislike to be bossed, employer and employe alike. They dislike it because experience has shown that no man is wise enough to have autocratic power over another. Being mere mortals at our best we make mistakes, and if these mistakes affect other men who have to submit to them, they are liable to exaggerate them. They believe that if the decision had lain with them the mistakes would not have been made.

"Men and women fit for American citizenship, the working hours of whose lives must be spent in stores and factories, in mines and on farms and railroads, must and will demand just solutions for such problems as are presented by these statements of principle. It is to the advantage of us employers to lead in finding these solutions. It is to the advantage of the consumer and of society that we shall do so. If the elimination of outgrown ideas, and the righting of old wrongs is left to labor alone, wage conflicts and strikes will continue on an increased scale. The strike is their principal weapon. If they are forced to fight for their rights they must and will use it."

## Supreme Court Sustains Clayton Anti-Trust Act

A recent decision of the United States Supreme Court, handed down on October 20, 1924, sustains the Clayton Anti-Trust Act and guarantees a trial by jury to any person charged with contempt of court or the violation of an injunction granted where there is labor trouble.

For many years the American Federation of Labor has been endeavoring to obtain this just decision. The court rules that, because labor difficulties obtained in a certain industry, it had a tendency to disestablish relations between employers and employes. This decision prevents the judge from being the accuser and the executioner as well as the judge in a case of contempt.

La Follette's exposure of the unjust decisions rendered by the Supreme Court, especially in Labor cases, has had something to do with the decision.

It was somewhat strange that the decision was handed down just a few days before election. We are hopeful that the United States Supreme Court, in the future, will see the difference between a human being and some inanimate thing, such as a railroad car, a machine shop or a ton of coal. The agitation pertaining to the Supreme Court which has been going on for the past two months has been helpful.

There is still hope that the onward march of the masses of the people toward a better day and greater justice will continue until such time as the toilers are freed from the shackles of a prejudiced judiciary.

## 'Looney' Gasoline Kills Many Workers

New York, N. Y.—Gasoline manufactured by the Standard Oil Company of New Jersey, and known as ethyl gas, has been outlawed by the local board of health. It will be a misdemeanor for anyone to use the "looney" gas in this city.

Out of a total of 45 men employed on this gas in the Standard's plant at Bayway, N. J., 33 have been affected. Several have died in straight jackets. "Looney" gas is a mixture of gasoline and tetra-ethyl and is supposed to add power to the fuel and eliminate "knocks" in motor car engines.

Tetra-ethyl has little odor and if a drop touches the skin it causes no particular irritation or inconvenience. Therein lies the danger to those who handle it directly. A worker might get a little on his hand occasionally over a period of weeks without paying any attention to it, and finally die of lead poisoning, it is said.

The Standard Oil Company has issued a statement asserting that the workers had been warned of danger of ethyl gas and are required to wear gas masks and take other precautions.

Prosecutor A. J. David of Union County, New Jersey, which includes the Standard Oil plant, replied:

"I am satisfied many of the workers did not know the danger they were running. I also believe that some of the workers were not masked or told to wear rubber gloves."

## An Alleged 'Loss' Used to Cut Wages

New York.—It has been discovered that a "mistake" was made by the Amoskeag Manufacturing Company, one of the nation's leading textile corporations, when it announced a loss last year of $2,851,131.

The publication of income tax returns, so strongly opposed by corporations, would indicate that the company's profits for 1923 approximated $5,000,000. This does not include profits that can be concealed by clever bookkeeping.

The company reported its "loss" to stockholders and to employes, but it told a different story to Uncle Sam.

On the strength of its alleged "loss" the company directors voted to pay no dividends the last quarter, and it reduced wages of several thousand employes in Manchester, N. H. These employes are organized in a company "union." Columns of figures were presented to the "union" committee, who were easily convinced by the corporation that the sheriff and bankruptcy proceedings were but a matter of time.

The "union" committee were properly impressed, and they hastened to recommend that a 10 per cent wage reduction was absolutely necessary. The corporation demanded a 20 per cent cut, but it is claimed that this move was intended to create the belief among employes that they won a partial victory.

The corporation is now in a most favored position. It has secured wage reductions, speeded up its workers by increasing the number of looms per employe, and raw cotton is purchased at a lower price than last year.